



"A World Class Education for the 21st Century Learner"

Deerfield Public Schools District 109

**Deerfield Public Schools
District 109
Board of Education
Last Offer as of
March 15, 2012**

TABLE OF CONTENTS

Introduction	1
Summary	2
Compensation	2
Salary	2
Health Insurance	4
Retirement.....	4
Professional Growth.....	5
Stipends.....	6
No Strike	6
Evaluation	7
Special Education.....	8
Teacher Work Day	9
Proposals	10
Compensation Proposals	10
Salary Proposal	10
Health Insurance Proposal	17
Retirement Proposal.....	18
Professional Growth Proposals	20
Stipends Proposal.....	22
Evaluation Proposal	24
Special Education Proposal.....	33
Other Language Proposals	37
Exhibits	42

INTRODUCTION

Since April 2011, the Deerfield Public Schools District 109 Board of Education and the Deerfield Education Association, IEA-NEA, (DEA) have engaged in collective bargaining negotiations in an effort to reach an agreement on the terms for the parties' successor contract. The parties agreed to participate in mediation in September 2011, and while we have reached a tentative agreement on several contract terms, we remain apart on a number of items, including salaries and benefits; a teacher evaluation plan; special education; and the teacher work day. On March 8, 2012, the DEA declared impasse.

This document constitutes the Board's offer, as required by Section 12(a-5)(2) of the *Illinois Educational Labor Relations Act* (115 ICLS 5/12(a-5)(2)). The Board's offer is set forth in full below, but for the most part, does not include matters upon which the parties have previously tentatively agreed.

The Board's two primary goals for a new contract are:

- Providing a fair salary and benefits package that is financially responsible; and
- Encouraging and maintaining the highest quality instruction.

A brief explanation of the various matters included in the Board's offer is followed by the full contract language of the offer.

SUMMARY

COMPENSATION

In order to retain and attract the best teachers while preserving the financial viability of the District, the Board intends to give fair raises to its teachers that will result in competitive salaries and reform an increasingly unsustainable salary structure and an out-of-control benefits package. The compensation items include:

- Salary
- Health Insurance
- Retirement
- Professional Growth
- Stipends

Salary

The Board's salary proposal grants every teacher an increase in salary in each year of the proposed three (3) year agreement. The proposal changes the structure of the salary schedule that now contains unsustainable step increases of up to approximately 6%. Under the Board's proposal, step increases would not exceed approximately 4%. The salary schedule, with a starting salary of over \$41,000 per year, remains comparable to our surrounding districts. Below is a summary of the Board's salary proposal based on the salary schedules set forth in Exhibit 1.

2011-2012 School Year

- Average increase for all teachers including known lane changes will be 2.95%;
- For teachers not in the retirement pipeline, the average increase will be 2.27%;
- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 1.50% on base; and
- For teachers on the schedule but not in the retirement pipeline (about 75% of all teachers), the average salary increase will be 2.41%.

2012-2013 School Year

- Average increase for all teachers will be 2.78%;
- For teachers not in the retirement pipeline, average increase will be 2.40%;

- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 1.75% on base; and
- For teachers on the schedule but not in the retirement pipeline, the average salary increase will be 2.52%.

2013-2014 School Year

- Average increase for all teachers will be 3.15%;
- For teachers not in the retirement pipeline, average increase will be 2.73%;
- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 2.00% on base; and
- For teachers on the schedule but not in the retirement pipeline, the average salary increase will be 3.01%.

Based on information from the Illinois State Board of Education (ISBE), which is found on school district report cards, the District's teacher salaries are the third highest among peer districts (those districts who are members of the North Suburban Special Education District):

	2010-2011 Salary	2009-2010 Salary
Benchmark District	Average Teacher	Average Teacher
Northbrook 27	\$85,164.00	\$80,433.00
Sunset Ridge 29	\$81,137.00	\$79,134.00
Deerfield 109	\$78,451.00	\$74,181.00
Avoca 37	\$76,856.00	\$72,772.00
Lincolnshire 103	\$74,734.00	\$74,069.00
Bannockburn 106	\$74,587.00	\$70,697.00
Northbrook 28	\$74,021.00	\$70,706.00
Kenilworth 38	\$73,819.00	\$71,105.00
Glencoe 35	\$73,702.00	\$69,598.00
Northbrook/Glenview 30	\$73,384.00	\$72,345.00
Benchmark Average	\$72,553.00	\$69,999.00
Aptakisic 102	\$71,128.00	\$69,982.00
Northshore 112	\$70,566.00	\$67,226.00
Kildeer 96	\$70,378.00	\$69,774.00
Lake Bluff 65	\$70,167.00	\$65,984.00
Winetka 36	\$69,932.00	\$68,649.00
Lake Forest 67	\$68,714.00	\$66,264.00
Northfield 31	\$65,209.00	\$63,590.00
Glenview 34	\$63,668.00	\$60,954.00
Libertyville 70	\$62,884.00	\$62,512.00
State	\$64,978.00	\$63,296.00

Data compiled from individual Report Cards found at: <http://webprod.isbe.net/ereportcard/publicsite/getSearchCriteria.aspx>.

The increase in average teacher salary from 2009-2010 to 2010-2011, as reflected on the ISBE chart, is due to the significant salary increase (25% over three (3) years) established in the 2008-2011 contract, which also included an increase in the length of the school day.

For the Board's proposal see page 10.

Health Insurance

The Board intends to provide affordable health insurance coverage to its teachers in line with health insurance plans provided by comparable school districts in our surrounding area. Our current plan has become increasingly unaffordable for both the District, which pays over 95% of the almost \$9,000 premium for single PPO coverage, and teachers electing family PPO coverage, who must pay 40% of the over \$22,000 premium.

Currently, individual teachers pay \$0 for HMO single coverage and only \$350 per year for PPO single coverage, both which provide a \$200 deductible with a maximum out-of-pocket contribution of \$700, \$10 copays for doctor visits, and prescription drug co-pays starting at \$10. Teachers electing HMO family coverage pay 30% of the premium and those electing PPO family coverage pay 40% percent of the premium.

As a result, current premium costs are close to \$9,000 per year for single PPO coverage and over \$22,000 for family PPO coverage. With the teacher contribution for HMO single coverage at \$0 and capped at \$350 for PPO single coverage there is very little incentive for the DEA to even discuss changing benefit levels. As a result, family coverage is increasingly becoming unaffordable for teachers who need such coverage.

The Board's proposal calls for modest increases in the teacher contributions for HMO single coverage of \$150 per year and for PPO single coverage of up to \$500 per year, and no change in the contribution percentage for family coverage under either policy. The proposal calls for a \$600 deductible, \$30 copays for doctor visits, and prescription drug co-pays starting at \$20.

These changes are phased in over time, with no change in the 2011-2012 school year. The contribution change goes into effect for the 2012-2013 school year and the benefit changes go into effect in the 2013-2014 school year. The Board does not expect that these changes will lower premium costs to the District; at best, they will slow the rate of increase.

For the Board's proposal see page 17.

Retirement

The Board intends to maintain a retirement incentive that provides a reasonable early retirement incentive and rewards teachers for service to the District. The District's current retirement plan, however, pays retiring teachers an amount, in terms of increased salary and post-retirement

severance payments, which can exceed \$150,000, without providing any incentive for a teacher to retire early.

Under the current terms of the contract, if a retiring teacher provides the Board with proper notice, that teacher will receive 6% pay increases in each of the teachers last four years. As a result, a teacher who is earning a salary of \$100,000 at the time he/she gives notice will receive over \$40,000 more in income than he/she would normally receive. In addition, this additional salary payout will increase the teacher's pension by \$7,500 per year.

That retiring teacher also will receive up to \$42,000 in severance pay payable over five (5) years, a lump sum severance payment of up to \$21,875, and up to \$5,000 per year for 10 years toward the purchase of health insurance.

The Board's proposal:

- Eliminates the lump sum severance payment;
- Reduces the severance payment by half; and
- Requires the teacher to choose between a reduced five (5) year severance payment and post-retirement health insurance.

The four years of 6% pay increases will remain in the contract.

For the Board's proposal see page 18.

Professional Growth / Tuition Reimbursement

The Board intends to provide incentives for teachers to grow professionally and to keep current with advances in the profession. The costs of these incentives, in terms of salary increases and tuition reimbursement, have become excessive and result in teachers taking courses that have not always been relevant to their teaching,

The current contract provides multiple incentives for teachers to grow professionally. First, for every nine (9) hours of graduate study, a teacher receives a salary increase that averages 4%. Second, certain teachers at the top of the salary schedule receive over \$2,000 for every nine (9) hours of coursework. Third, the Board pays up to 100% of the tuition for these courses regardless of the location or the number of courses taken.

The Board's proposal still provides for 100% tuition reimbursement but caps the amount the Board will pay for tuition each year at the Internal Revenue Service limit of \$5,250. The Board's proposal also implements stricter approval requirements to ensure that the courses taken are of a benefit to the District.

For the Board's proposal see page 20.

Stipends

In the Board's proposal, effective the 2012-2013 school year, stipend payments will be made upon completion of the stipend work except for designated stipend duties that will be paid over the course of the teacher's paychecks for the year. The Board's stipend proposal is intended to:

- Reduce the number of instances where teachers must pay back stipend payments to the District for work they ultimately did not perform;
- Reduce the number of instances where paychecks must be adjusted due to maternity and other leaves;
- Reduce "customized" pay options for stipends; and
- Allow for more consistent practice, including potential electronic reporting and greater efficiency.

For the Board's proposal see page 22.

NO STRIKE

In the event of a strike, the Board will neither make up days teachers are on strike nor pay teachers for days they did not work.

For the Board's proposal see page 37.

EVALUATION

The Board intends to evaluate its teachers utilizing a State-approved evaluation plan that is universally recognized as allowing for fair and accurate evaluations and as providing a means for *all* teachers (from the best performing to the worst performing) to improve their teaching. In adopting this recognized evaluation plan, the Board rejects contractual restrictions currently in the contract that will impair the plan's full implementation.

Changes in the law over the past two years require every school district to adopt research-based teacher evaluation plans in order to improve teacher performance. The current 26-year-old District teacher evaluation plan does not meet the new State standards. Moreover, the existing contract language prevents the Board from properly evaluating all aspects of a teacher's performance and provides no incentive to poorly performing teachers to improve their performance. Accordingly, the Board has proposed that the Board and the DEA jointly develop a new evaluation plan that meets State mandates; and that the current plan will remain in the contract until the new evaluation plan is fully implemented.

The Board's proposal calls for a new evaluation plan that:

- Is research-based like the Danielson model being adopted by Township High School District No. 113;
- Contains a component that evaluates teachers based on student performance;
- Evaluates the teachers' performance throughout the two-year evaluation cycle (in the current contract, if a teacher is notified of a deficiency in a year that he/she is not being evaluated, the deficiency cannot be used in the teacher's subsequent evaluation);
- Provides for more frequent evaluations whenever necessary;
- Provides for early feedback;
- Is developed jointly by a Board-teacher committee;
- Is in place for the 2013-2014 school year and piloted for that year and the remaining years of the contract; and
- Is subject to modification prior to the adoption of the start of the next collective bargaining agreement.

If the joint committee cannot agree upon a teacher evaluation plan by March 2013, the District would pilot the State model evaluation plan. Teachers will be able to contest their evaluations through the grievance procedure if the evaluations do not follow the procedural guidelines contained in the collective bargaining agreement.

For the Board's proposal see page 24.

SPECIAL EDUCATION

The Board intends to provide a special education program that not only meets or exceeds State and federal mandates but also provides a continuum of services that meets the needs of every special education student in the District. The Board values the opinions of teachers and parents in this regard and intends for them to be active participants in the process of improving the District's special education programs and services. To accomplish this goal, the Board is adamant that it is the needs of the students, not the working conditions of the teachers, that drive our special education programs and services. When the needs of our students conflict with the working conditions of our teachers, the teachers' working conditions must yield to our students' needs.

Accordingly, the Board's proposal establishes a joint Board-teacher committee (with special education parent representatives) to address significant special education issues. The committee responsibilities include:

- Developing procedures by which individual teachers may have their concerns addressed;
- Studying and reviewing more systemic issues as it may choose;
- Addressing the specific issues raised by the DEA during negotiations (including the appropriate use of resource rooms); and
- Making recommendations to the Board as to how to resolve these issues.

If any of the committee's recommendations have an impact on teachers' working conditions, the Board has agreed to bargain over such impact, provided the DEA does not propose anything that impairs the District's ability to provide services to its special education students.

The DEA has proposed numerous changes to teachers' working conditions relative to the delivery of special education services and the Board has agreed to some, including placing workload maximums for special education teachers where workload maximums are not prescribed by statute or regulation. However, the Board continues to reject DEA working condition proposals that impair the ability of the District to provide necessary services to special education students.

For the Board's proposal see page 33.

TEACHER WORK DAY

The Board intends to make changes in the teacher work day at the middle schools to provide more instructional time for the “Core” subjects and more flexibility in the use of the time.

The Board’s proposal allows for an overhaul of the middle school schedule by embedding the 21st Century Learning Standards within “Core” academic instruction. The 21st Century Skills course will no longer be taught as a separate class.

Specifically, the schedule design modifies how the District currently offers language arts instruction and places 30 additional minutes of instructional time into math, science, and social studies courses. Rather than impose a fixed schedule on the Core courses, like the schedule that is currently in place at the middle schools, the proposed schedule clusters Core instructional courses into 60 minute increments which can be flexibly adjusted by the team of teachers to appropriately meet student needs. “Encore” classes, composed of daily Physical Education and Modern Language instruction, in addition to a quarterly rotation of Computers, Art, Music, and Home Economics, would be maintained at their current level of instructional minutes.

The Board designed middle school schedule incorporates the following benefits:

- Smaller average class size in both middle schools;
- Additional Core instructional staff;
- Two Core instructional teams per grade level will serve 75 to 100 students as opposed to one instructional team serving 150 to 200 students;
- Flexibility for teachers to adjust instructional minutes from a content colleague when needed for time sensitive instructional opportunities such as, but not limited to, science laboratory experiments, writer’s workshop, unit assessments, and culminating projects;
- Pairing Core instruction in both social studies and language arts, as well as science and mathematics for realistic learning opportunities;
- Instructional interventions and special education resource classes offered separate from core content classes;
- Core and Encore teams can utilize common planning time within each academic day; and
- Identical building schedules at both Caruso Middle School and Shepard Middle School.

For the Board’s proposal see page 37.

COMPENSATION PROPOSALS

SALARY PROPOSAL – APPENDIX B

The Board's proposed salary schedules are set forth in Exhibit 1. Based on these salary schedules, teacher salary increases will average as follows:

2011-2012 School Year

- Average increase for all teachers including known lane changes will be 2.95%;
- For teachers not in the retirement pipeline, the average increase will be 2.27%;
- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 1.50% on base; and
- For teachers on the schedule but not in the retirement pipeline (about 75% of all teachers), the average salary increase will be 2.41%.

2012-2013 School Year

- Average increase for all teachers will be 2.78%;
- For teachers not in the retirement pipeline, average increase will be 2.40%;
- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 1.75% on base; and
- For teachers on the schedule but not in the retirement pipeline, the average salary increase will be 2.52%.

2013-2014 School Year

- Average increase for all teachers will be 3.15%;
- For teachers not in the retirement pipeline, average increase will be 2.73%;
- Teachers frozen in current Bachelor degree lanes will receive 1% on base salary;
- Teachers frozen in Master degree lanes will receive 2.00% on base; and
- For teachers on the schedule but not in the retirement pipeline, the average salary increase will be 3.01%.

The information in the below salary chart is public information. Salaries and benefits must be posted by state law and such information for the 2010-2011 school year can be found at www.dps109.org under the Human Resources and then Contracts & Agreements links. Salaries include base salary (found on teacher salary schedules in Appendix B of the current collective bargaining agreement) and Continuing Education Increments (CEI) discussed in Article 15.5 of the contract. Salaries do not include opportunities for additional income including advancement between lanes for professional growth, additional CEIs (up to a maximum of 4), overloads, summer school teaching, or other stipends (see Appendix C of the contract). In addition, retirees may be eligible for four consecutive 6% raises in their final years of teaching as per Article XII of the contract.

Full Name				Cont'g		Add'l Salary	Tot Salary	6% Retirmt		2011-12	2011-12		2011-12		2012-13		2013-14		\$		%	
	2010-11		FTE	2010-11				Benefit & Year	BaseSal +		BaseSal +	BaseSal +	Increase since 2010-11	Increase since 2010-11								
	Lane	Step		Base Salary	Incrmt (CEI)										CEI	CEI	CEI	CEI	CEI	since	since	
ADAMS, JENNIFER A	V	9	100%	\$ 64,922	0	-	\$ 64,922			VI	10	68,709	70,385	72,507		7,585		11.68%				
ANDREWS, JULIE L	IV	12	100%	\$ 68,551	0	-	\$ 68,551			IV	13	69,926	71,456	73,617		5,066		7.39%				
APOSTOLOPOULOS, NINA M	I	1	100%	\$ 41,140	0	-	\$ 41,140			I	2	42,374	43,402	44,713		3,573		8.68%				
ARMSTRONG, KATHLEEN T	IV	1	100%	\$ 45,723	0	-	\$ 45,723			IV	2	46,754	48,473	49,938		4,215		9.22%				
ASELTINE, JULIANNA C	I	2	100%	\$ 42,683	0	-	\$ 42,683			I	3	43,963	44,921	46,278		3,595		8.42%				
AXELROD, HOLLIS J	V	21	100%	\$ 111,244	0	-	\$ 111,518	X-2014		V	22	118,208	125,300	132,817		21,299		19.10%				
BAHNICK, PATRICIA A	IV	12	100%	\$ 68,551	0	-	\$ 68,551			IV	13	69,926	71,456	73,617		5,066		7.39%				
BALL, CHRISTIAN E	VI	6	100%	\$ 59,879	0	-	\$ 59,879			VI	7	61,082	62,572	64,459		4,580		7.65%				
BALL, SARA ELIZABETH	VI	6	100%	\$ 59,879	0	-	\$ 59,879			VI	7	61,082	62,572	64,459		4,580		7.65%				
BARBATELLI, BRITTANY	III	5	100%	\$ 51,063	0	-	\$ 51,063			IV	6	54,041	55,624	57,305		6,242		12.22%				
BARRETT, FREDDI E	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407		5,357		7.65%				
BARWICK, SUSAN R	VI	21	100%	\$ 111,244	0	-	\$ 111,244			VI	22	112,913	114,889	117,186		5,942		5.34%				
BASSEWITZ, SHERI Z	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407		5,357		7.65%				
BELL, GERY KAY	IV	11	100%	\$ 66,073	0	-	\$ 66,073			IV	12	67,399	68,873	70,956		4,883		7.39%				
BERMAN, MELISSA ERIN	VI	5	100%	\$ 57,576	0	-	\$ 57,576			VI	6	58,733	60,165	61,980		4,404		7.65%				
BERTRAM, SONYA MARIE	VI	18	100%	\$ 95,868	0	-	\$ 95,868			VI	19	97,795	100,179	102,183		6,315		6.59%				
BERZOCK, CARY	VI	16	100%	\$ 101,887	0	-	\$ 105,315	X-2015		VI	17	111,633	118,331	125,431		20,116		19.10%				
BIELAWA, KIMBERLY R	VI	11	100%	\$ 72,852	0	-	\$ 72,852			VI	12	74,315	76,128	78,423		5,571		7.65%				
BINSTEIN, SANDRA LYNN	IV	7	100%	\$ 57,026	0	-	\$ 57,026			IV	8	58,171	59,586	61,387		4,361		7.65%				
BLOCK, JODY	NA	NA	100%	\$ -	0	-	\$ -			IV	8	58,171	59,586	61,387		NA		NA				
BLYTHE, ANN E	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273		5,643		5.34%				
BOLON, MEGHAN ELIZABETH	IV	8	100%	\$ 59,164	0	-	\$ 59,164			IV	9	60,352	61,672	63,536		4,372		7.39%				
BONNETTE, JILL MARIE	V	10	100%	\$ 67,519	0	-	\$ 67,519			V	11	68,874	70,554	72,685		5,166		7.65%				
BONUS, MICHELLE	V	16	50%	\$ 42,717	0	-	\$ 42,717			V	17	43,574	44,637	45,985		3,267		7.65%				
BORUSZAK, MARLEY S	VI	6	100%	\$ 59,879	0	-	\$ 59,879			VI	7	61,082	62,572	64,459		4,580		7.65%				
BOWERS, BLAINE	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273		5,643		5.34%				
BRANTMAN, MAUREEN T	VI	7	100%	\$ 62,274	0	-	\$ 62,274			VI	8	63,525	65,075	67,037		4,763		7.65%				
BRICKER, RANDIE	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273		5,643		5.34%				
BROTON, KIMBERLY A	I	2	100%	\$ 42,683	0	-	\$ 42,683			I	3	43,963	44,921	46,278		3,595		8.42%				
BROWN, STEVEN M	VI	9	100%	\$ 67,356	0	-	\$ 67,356			VI	10	68,709	70,385	72,507		5,151		7.65%				
BUTTERFIELD, J (ADD CEI)	VI	21	100%	\$ 111,244	2	4,244	\$ 115,488			VI	22	119,405	121,510	123,939		8,451		7.32%				
CAMERON, SHENACH JEAN	VI	8	100%	\$ 64,765	0	-	\$ 64,765			VI	9	66,066	67,678	69,718		4,953		7.65%				
CAPUTO, ANNA T	II	4	100%	\$ 47,553	0	-	\$ 47,553			III	5	50,327	51,798	53,365		5,812		12.22%				
CARPENTER, KEVIN A	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407		5,357		7.65%				
CARR, CAROLYNN E	VI	12	100%	\$ 75,766	0	-	\$ 75,766			VI	13	77,288	79,173	81,560		5,794		7.65%				
CARSON, KIMBERLY M	VI	21	100%	\$ 111,244	0	-	\$ 111,244			VI	22	112,913	114,889	117,186		5,942		5.34%				
CASSATA, KERRY L	VI	11	100%	\$ 72,852	0	-	\$ 72,852			VI	12	74,315	76,128	78,423		5,571		7.65%				
CASTRO, JENNIFER L	VI	18	100%	\$ 95,868	0	-	\$ 95,868			VI	19	97,795	100,179	102,183		6,315		6.59%				
CENTER, SHARON L	VI	17	100%	\$ 92,181	0	-	\$ 92,288	X-2015		VI	18	97,824	103,694	109,916		17,628		19.10%				
CHALFIN, HEATHER PFEIFFER	V	12	100%	\$ 73,029	0	-	\$ 73,029			V	13	74,494	76,311	78,616		5,587		7.65%				
CHANESS, AMY M	VI	8	100%	\$ 64,765	0	-	\$ 64,765			VI	9	66,066	67,678	69,718		4,953		7.65%				
CHOFFNES, SUSAN E	VI	16	100%	\$ 88,636	0	-	\$ 89,865	X-2015		VI	17	95,256	100,972	107,030		17,165		19.10%				
CHRISTENSON, CASEY MCAUSLAND	IV	6	100%	\$ 54,965	0	-	\$ 54,965			IV	7	56,068	57,571	59,311		4,346		7.91%				
CHROMAN, ALISON B	IV	10	100%	\$ 63,685	0	-	\$ 63,685			IV	11	64,963	66,384	68,391		4,706		7.39%				

Full Name				2010-11	Cont'g			6%			\$	%			
	2010-11	2010-11		Educ	Add'l	Retirmt		2011-12	2011-12	2011-12	2012-13	2013-14	Increase	Increase	
	Lane	Step	FTE	Base Salary	Incrmt (CEI)	Salary CEI	Tot Salary	Benefit & Year	Lane	Step	CEI	CEI	CEI	since 2010-11	since 2010-11
CICHELLI, KATIE	V	10	100%	\$ 67,519	0	-	\$ 67,519		V	11	68,874	70,554	72,685	5,166	7.65%
CLAWSON, DIANE	VI	21	100%	\$ 111,244	0	-	\$121,546	X-2012	VI	22	128,837	RETIRED	NA	NA	6.00%
COHEN, DANA	I	5	100%	\$ 47,668	0	-	\$ 47,668		I	6	49,098	49,804	51,309	3,641	7.64%
COHEN, J (PRORATED LANE CHANGE)	II	2	100%	\$ 42,683	0	-	\$ 42,683		III	3	46,123	48,354	49,816	7,133	16.71%
COMITOR, MICHELLE D	VI	19	100%	\$ 99,703	0	-	\$ 99,703		VI	20	101,707	103,487	105,557	5,854	5.87%
CONLIN, JANET	III	8	80%	\$ 45,621	0	-	\$ 45,621		III	9	46,199	47,551	48,026	2,406	5.27%
CONNELL, RICHARD	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10	68,709	70,385	72,507	5,151	7.65%
COUNTS, TODD GRAHAM	IV	8	100%	\$ 59,164	0	-	\$ 59,164		IV	9	60,352	61,672	63,536	4,372	7.39%
CRAIG, THOMAS R	VI	20	100%	\$ 105,630	0	-	\$105,630		VI	21	107,214	109,091	111,273	5,643	5.34%
D'AMBROSIO, AMANDA L	VI	12	100%	\$ 75,766	0	-	\$ 75,766		VI	13	77,288	79,173	81,560	5,794	7.65%
D'AMORE, CAREY	VI	11	50%	\$ 36,426	0	-	\$ 36,426		VI	12	37,158	38,064	39,212	2,786	7.65%
DANCH, PATRICIA S	IV	13	100%	\$ 71,122	0	-	\$ 79,408	X-2014	IV	14	84,172	89,221	94,573	15,165	19.10%
DAVIS, KAREN	VI	20	100%	\$ 105,630	0	-	\$105,630	X-2015	VI	21	111,967	118,685	125,806	20,176	19.10%
DAVIS, SHANNA MARIELL	VI	5	100%	\$ 57,576	0	-	\$ 57,576		VI	6	58,733	60,165	61,980	4,404	7.65%
DEROOSE, GRACE M	VI	21	100%	\$ 111,244	0	-	\$ 111,244		VI	22	112,913	114,889	117,186	5,942	5.34%
DEROOSE, STEVEN L	VI	21	100%	\$ 111,244	0	-	\$115,606	X-2014	VI	22	122,541	129,893	137,685	22,079	19.10%
DEROSIER, MARY G	VI	21	100%	\$ 111,244	12	25,464	\$136,708		VI	22	138,881	141,373	144,198	7,490	5.48%
DESSERT, PATRICK B	VI	16	100%	\$ 88,636	0	-	\$ 88,636		VI	17	90,417	92,621	95,414	6,778	7.65%
DICKSON, NANCY J	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16	86,939	89,059	91,744	6,517	7.65%
DI DONNA, D (TO BE PRORATED)	NA	NA	100%	NA	0	-	NA		I	1	41,243	42,343	43,622	NA	NA
DITZIAN, MICHELLE	VI	11	100%	\$ 72,852	0	-	\$ 72,852		VI	12	74,315	76,128	78,423	5,571	7.65%
DOHERTY, MARIE D	V	18	100%	\$ 92,405	0	-	\$ 92,405		V	19	94,259	96,559	98,490	6,085	6.59%
DOLOUGHTY, CARRIE A	VI	13	100%	\$ 78,797	0	-	\$ 78,797		VI	14	80,380	82,340	84,822	6,025	7.65%
DREYFUSS, LYNN	V	13	100%	\$ 75,950	0	-	\$ 75,950		VI	14	80,380	82,340	84,822	8,872	11.68%
DUBIN, SUSAN I	IV	7	100%	\$ 57,026	0	-	\$ 57,026		IV	8	58,171	59,586	61,387	4,361	7.65%
DUNSEY, NANCY ANN	I	8	100%	\$ 53,235	0	-	\$ 53,235		I	9	54,566	55,218	55,770	2,535	4.76%
DUSHMAN, REBECCA S	I	5	50%	\$ 23,834	0	-	\$ 23,834		I	6	24,549	24,902	25,655	1,821	7.64%
EDDY, NICOLE SUSANNE	VI	6	100%	\$ 59,879	0	-	\$ 59,879		VI	7	61,082	62,572	64,459	4,580	7.65%
EISENHUT, JULIE CAPITANI	IV	3	100%	\$ 49,217	0	-	\$ 49,217		IV	4	50,205	51,926	53,495	4,278	8.69%
ELLIOTT, TERESA M	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16	86,939	89,059	91,744	6,517	7.65%
EPSTEIN, LINDSEY	VI	3	100%	\$ 53,233	0	-	\$ 53,233		VI	4	54,302	55,894	57,581	4,348	8.17%
ERBACH, KATIE	NA	NA	100%	NA	0	-	NA		IV	4	50,205	51,926	53,495	NA	NA
FAUST, MARCIE G	VI	8	100%	\$ 64,765	0	-	\$ 64,765		VI	9	66,066	67,678	69,718	4,953	7.65%
FEJER, SUSAN A	IV	5	100%	\$ 52,978	0	-	\$ 52,978		IV	6	54,041	55,624	57,305	4,327	8.17%
FELDBERG, JENNIFER S	VI	13	100%	\$ 78,797	0	-	\$ 78,797		VI	14	80,380	82,340	84,822	6,025	7.65%
FERDON, S (CEI ADDED PRORATED)	VI	21	100%	\$ 111,244	3	6,366	\$117,610		VI	22	120,703	122,834	125,290	7,680	6.53%
FERRARO, REBECCA	VI	8	100%	\$ 64,765	0	-	\$ 64,765		VI	9	66,066	67,678	69,718	4,953	7.65%
FISCHER, J (ON LEAVE)	IV	5	100%	\$ 52,978	0	-	\$ 52,978		IV	6	54,041	55,624	57,305	4,327	8.17%
FLESCH, FRAN E	V	11	100%	\$ 70,220	0	-	\$ 70,220		V	12	71,629	73,376	75,592	5,372	7.65%
FORD, PEG	VI	17	100%	\$ 92,181	0	-	\$ 92,181		VI	18	94,034	96,326	99,231	7,050	7.65%
FOWLER, SCOTT FLETCHER	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10	68,709	70,385	72,507	5,151	7.65%
FRABONI, JENNIFER LAUE	VI	19	100%	\$ 99,703	0	-	\$ 99,703		VI	20	101,707	103,487	105,557	5,854	5.87%
FRANK, CHRISTINA	V	11	100%	\$ 70,220	0	-	\$ 70,220		V	12	71,629	73,376	75,592	5,372	7.65%
FRASE, REBECCA SAMUELS	IV	7	100%	\$ 57,026	0	-	\$ 57,026		IV	8	58,171	59,586	61,387	4,361	7.65%
FREMLING, CYNTHIA J	VI	21	100%	\$ 111,244	0	-	\$133,851	X-2014	VI	22	141,881	150,393	159,416	25,565	19.10%
FRIEDLANDER, DANNIA I	VI	18	100%	\$ 95,868	0	-	\$ 95,868		VI	19	97,795	100,179	102,183	6,315	6.59%
GABRIELSEN, KIRSTEN	NA	NA	60%	NA	0	-	NA		I	4	27,368	27,896	28,739	NA	NA
GALANIS, MARIA	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11	71,457	73,200	75,407	5,357	7.65%
GELFAND, MARISSA SUSAN	VI	4	100%	\$ 55,362	0	-	\$ 55,362		VI	5	56,474	57,990	59,740	4,378	7.91%

Full Name				Cont'g	6%								\$	%		
	2010-11	2010-11		2010-11	Educ	Add'l	Retirmt			2011-12	2011-12	2011-12	2012-13	2013-14	Increase	Increase
	Lane	Step	FTE	Base	Incrmt	Salary	Benefit	& Year	Lane	Step	CEI	CEI	BaseSal +	BaseSal +	BaseSal +	since
				Salary	(CEI)	CEI	Tot Salary								2010-11	2010-11
GELFOND, GINA R	VI	12	100%	\$ 75,766	0	-	\$ 75,766			VI	13	77,288	79,173	81,560	5,794	7.65%
GETZ, MARIANNE R	VI	21	100%	\$ 111,244	0	-	\$ 111,244			VI	22	112,913	114,889	117,186	5,942	5.34%
GEUDER, KELLY JO	IV	7	100%	\$ 57,026	0	-	\$ 57,026			IV	8	58,171	59,586	61,387	4,361	7.65%
GIBSON, DELORES	VI	21	100%	\$ 111,244	3	6,366	\$ 117,610			VI	22	119,405	121,510	123,939	6,329	5.38%
GIEGER, JENNIFER	NA	NA	100%	NA	0	-	NA			I	3	43,963	44,921	46,278	NA	NA
GLICKSON, LYNNE B	VI	14	100%	\$ 81,949	0	-	\$ 81,949			VI	15	83,595	85,634	88,215	6,266	7.65%
GOLD, JENNIFER AMY	V	10	100%	\$ 67,519	0	-	\$ 67,519			V	11	68,874	70,554	72,685	5,166	7.65%
GOLDBERG, KIM S	VI	14	100%	\$ 81,949	0	-	\$ 81,949			VI	15	83,595	85,634	88,215	6,266	7.65%
GOLDMAN, PEGGY E	VI	21	100%	\$ 111,244	0	-	\$ 125,521	X-2013		VI	22	133,051	141,033	RETIRED	NA	12.36%
GORDON, LEE ANNE	IV	10	100%	\$ 63,685	0	-	\$ 63,685			IV	11	64,963	66,384	68,391	4,706	7.39%
GRADY, JENNIFER B	VI	14	100%	\$ 81,949	4	8,488	\$ 90,437			VI	15	92,251	94,462	97,219	6,782	7.50%
GRAHAM, RACHEL MARA	VI	6	100%	\$ 59,879	0	-	\$ 59,879			VI	7	61,082	62,572	64,459	4,580	7.65%
GRANFIELD, CYNTHIA	VI	15	100%	\$ 85,227	0	-	\$ 85,227			VI	16	86,939	89,059	91,744	6,517	7.65%
GREENBERG, BRADLEY S	I	2	100%	\$ 42,683	0	-	\$ 42,683			I	3	43,963	44,921	46,278	3,595	8.42%
GREENFIELD, CHRISTINE	I	12	100%	\$ 61,680	0	-	\$ 61,680			I	13	62,297	62,920	63,549	1,869	3.03%
GROSSBERG, TERRY C	VI	14	100%	\$ 81,949	0	-	\$ 81,949			VI	15	83,595	85,634	88,215	6,266	7.65%
GROSSMAN, ILENE E	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273	5,643	5.34%
GRUM, VANESSA BLYTHE	II	3	100%	\$ 45,834	0	-	\$ 45,834			II	4	46,755	48,355	49,815	3,981	8.69%
GUTMAN, LISA B	VI	16	100%	\$ 88,636	0	-	\$ 88,636			VI	17	90,417	92,621	95,414	6,778	7.65%
HAN, KATHRYN A	IV	4	100%	\$ 51,063	0	-	\$ 51,063			IV	5	52,088	53,743	55,367	4,304	8.43%
HANNA, NICOLE REID	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407	5,357	7.65%
HANSEN, FAYE L	VI	21	100%	\$ 111,244	0	-	\$ 142,592	X-2014		VI	22	151,148	160,217	169,830	27,238	19.10%
HARRISON, CHRISTINA ELIZABETH	III	4	100%	\$ 49,217	0	-	\$ 49,217			III	5	50,327	51,798	53,365	4,148	8.43%
HAYMAN, HEATHER ANN	IV	6	100%	\$ 54,965	0	-	\$ 54,965			IV	7	56,068	57,571	59,311	4,346	7.91%
HEWITT, LINDA B	VI	21	100%	\$ 111,244	0	-	\$ 116,668	X-2014		VI	22	123,667	131,086	138,950	22,282	19.10%
HILLYER, KATHRYN	VI	21	100%	\$ 111,244	0	-	\$ 123,559	X-2014		VI	22	130,972	138,829	147,158	23,599	19.10%
HOFFENBERG, D (ADD CEI)	IV	19	100%	\$ 91,141	1	2,122	\$ 93,263			IV	20	96,836	98,541	100,512	7,249	7.77%
HOGLUND, JENNIFER S	VI	17	100%	\$ 92,181	0	-	\$ 92,181			VI	18	94,034	96,326	99,231	7,050	7.65%
HOPPE, DAVID CHARLES	VI	8	80%	\$ 51,812	0	-	\$ 51,812			VI	9	52,853	54,142	55,774	3,963	7.65%
HORWITZ, ELISA R	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407	5,357	7.65%
HORWITZ, STEPHANIE B	VI	13	100%	\$ 78,797	0	-	\$ 78,797			VI	14	80,380	82,340	84,822	6,025	7.65%
HOY, THOMAS M	VI	16	100%	\$ 88,636	0	-	\$ 88,636			VI	17	90,417	92,621	95,414	6,778	7.65%
HOYT, TRACY	VI	15	100%	\$ 85,227	0	-	\$ 85,227			VI	16	86,939	89,059	91,744	6,517	7.65%
HRUBY, L (ADD 3 CEIs)	VI	21	100%	\$ 111,244	1	2,122	\$ 113,366			VI	22	121,569	123,717	126,190	12,824	11.31%
HUANG, PEGGY S	IV	13	50%	\$ 35,561	0	-	\$ 35,561			IV	14	36,274	37,068	38,189	2,628	7.39%
HUNZINGER, KELLY	IV	7	100%	\$ 57,026	0	-	\$ 57,026			IV	8	58,171	59,586	61,387	4,361	7.65%
HUTCHISON, JESSICA L	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407	5,357	7.65%
HYDE, TODD S	VI	10	100%	\$ 70,050	0	-	\$ 70,050			VI	11	71,457	73,200	75,407	5,357	7.65%
IACHINI, ANTHONY P	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273	5,643	5.34%
ILLYES, ROSALIE	IV	19	100%	\$ 91,141	0	-	\$ 94,171	X-2014		IV	20	99,820	105,808	112,155	17,984	19.10%
JACKSON, PETER A	VI	18	100%	\$ 95,868	0	-	\$ 95,868			VI	19	97,795	100,179	102,183	6,315	6.59%
JANKIEWICZ, S (PRORATED LANE CH/	III	3	100%	\$ 47,438	0	-	\$ 47,438			IV	4	49,866	51,926	53,495	6,057	12.77%
JENSEN, DENNIS	VI	8	100%	\$ 64,765	0	-	\$ 64,765			VI	9	66,066	67,678	69,718	4,953	7.65%
JOHNSON, BARBARA S	VI	13	100%	\$ 78,797	0	-	\$ 86,500	X-2014		VI	14	91,689	97,189	103,019	16,519	19.10%
JOHNSON, SAMANTHA	I	2	100%	\$ 42,683	0	-	\$ 42,683			I	3	43,963	44,921	46,278	3,595	8.42%
JORJORIAN, HANNAH S	IV	12	100%	\$ 73,029	0	-	\$ 73,029			V	13	74,494	76,311	78,616	5,587	7.65%
KARASICK, AMY S	VI	20	100%	\$ 105,630	0	-	\$ 105,630			VI	21	107,214	109,091	111,273	5,643	5.34%
KAUFMAN, PAMELA	IV	13	100%	\$ 71,122	0	-	\$ 71,122			IV	14	72,548	74,136	76,378	5,256	7.39%
KAUFMAN, SUSAN	VI	14	100%	\$ 81,949	0	-	\$ 92,959	X-2014		VI	15	98,536	104,448	110,715	17,756	19.10%

Full Name				Cont'g			6%						\$		%	
	2010-11		FTE	2010-11	Cont'g	Add'l	Retirmt	Benefit	2011-12	2011-12		2011-12	2012-13	2013-14	Increase	Increase
	Lane	Step		Base Salary	Educ (CEI)		CEI			Lane	Step	BaseSal + CEI	BaseSal + CEI	BaseSal + CEI	since 2010-11	since 2010-11
KAULENTIS, MAUREEN	VI	6	100%	\$ 59,879	0	-	\$ 59,879		VI	7		61,082	62,572	64,459	4,580	7.65%
KEIDAN, FAITH A	III	11	100%	\$ 62,498	0	-	\$ 62,498		IV	12		67,399	68,873	70,956	8,458	13.53%
KELLMAN, HOPE B	VI	18	100%	\$ 95,868	0	-	\$ 95,868		VI	19		97,795	100,179	102,183	6,315	6.59%
KENT, MARY JO	I	5	20%	\$ 9,534	0	-	\$ 9,534		I	6		9,820	9,961	10,262	728	7.63%
KERNER, KATHLEEN MARIE	V	8	100%	\$ 62,425	0	-	\$ 62,425		V	9		63,678	65,231	67,201	4,776	7.65%
KIM, CHRISTINE S	IV	9	100%	\$ 61,383	0	-	\$ 61,383		IV	10		62,615	63,985	65,919	4,536	7.39%
KIM, D (TO BE PRORATED)	NA	NA	100%	NA	0	-	NA		I	4		45,613	46,493	47,898	NA	NA
KINLEY, DONNA J	IV	10	100%	\$ 63,685	0	-	\$ 63,685		IV	11		64,963	66,384	68,391	4,706	7.39%
KLIPP, CARRIE A	III	1	100%	\$ 44,070	0	-	\$ 44,070		III	2		45,174	46,719	48,131	4,061	9.21%
KNOTEK, PATRICIA S	I	16	100%	\$ 70,132	0	-	\$ 72,443	X-2014	I	17		76,788	81,394	86,277	13,834	19.10%
KOLBER, ELLEN J	IV	19	100%	\$ 91,141	0	-	\$ 91,141		IV	20		92,508	94,127	96,010	4,869	5.34%
KOMIE, DAVID P	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
KONOW, DEBORAH L	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
KOSMACH, SARAH K	IV	4	100%	\$ 51,063	0	-	\$ 51,063		IV	5		52,088	53,743	55,367	4,304	8.43%
KUBISZEWSKI, MAGDALENA	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11		71,457	73,200	75,407	5,357	7.65%
LACEFIELD, GLENDA KAY	IV	7	100%	\$ 57,026	0	-	\$ 57,026		IV	8		58,171	59,586	61,387	4,361	7.65%
LATHAN, ANDREA	V	3	100%	\$ 49,845	0	-	\$ 49,845		VI	4		54,302	55,894	57,581	7,736	15.52%
LEHMAN, TARYN A	VI	12	100%	\$ 75,766	0	-	\$ 75,766		VI	13		77,288	79,173	81,560	5,794	7.65%
LEMANCIK, ANNETTE M	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%
LEONE, AMY A	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
LEVY, KAREN SUE	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11		71,457	73,200	75,407	5,357	7.65%
LIGHT, CARRIE ALICE	VI	13	100%	\$ 78,797	0	-	\$ 78,797		VI	14		80,380	82,340	84,822	6,025	7.65%
LODA, MARYANN	VI	17	100%	\$ 92,181	0	-	\$ 92,181		VI	18		94,034	96,326	99,231	7,050	7.65%
LOGEMANN, GINGER ELIZABETH	VI	7	100%	\$ 62,274	0	-	\$ 62,274		VI	8		63,525	65,075	67,037	4,763	7.65%
LOMBARDI, BENJAMIN POWELL	VI	4	100%	\$ 55,362	0	-	\$ 55,362		VI	5		56,474	57,990	59,740	4,378	7.91%
LOSAVIO, SUSAN ANITA	VI	13	100%	\$ 78,797	0	-	\$ 78,797		VI	14		80,380	82,340	84,822	6,025	7.65%
MALL, JAMIE ILENE	VI	13	100%	\$ 78,797	0	-	\$ 78,797		VI	14		80,380	82,340	84,822	6,025	7.65%
MANN, MICHAEL JOHN	VI	6	100%	\$ 59,879	0	-	\$ 59,879		VI	7		61,082	62,572	64,459	4,580	7.65%
MARKARIAN, LISA Y	VI	21	100%	\$ 111,244	0	-	\$ 111,244		VI	22		112,913	114,889	117,186	5,942	5.34%
MARSHALL, DONNA K	VI	21	100%	\$ 111,244	1	2,122	\$ 113,904	X-2015	VI	22		120,738	127,983	135,662	21,758	19.10%
MASTIN, BARBARA L	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11		71,457	73,200	75,407	5,357	7.65%
MAX, STACEY L	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
MC CARTHY, KRISTIE	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10		68,709	70,385	72,507	5,151	7.65%
MC CULLOCH, C (PRORATED LANE CH	I	3	100%	\$ 44,284	0	-	\$ 44,284		II	4		46,298	48,355	49,815	5,531	12.49%
MCDOWELL, REBECCA M	VI	7	100%	\$ 62,274	0	-	\$ 62,274		VI	8		63,525	65,075	67,037	4,763	7.65%
MEDOW, MICHAEL	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
MERENS, JENNIFER E	IV	14	100%	\$ 73,789	0	-	\$ 73,789		IV	15		75,269	76,916	79,242	5,453	7.39%
MERRILL, CAROL A	IV	12	100%	\$ 68,551	0	-	\$ 68,551	X-2015	IV	13		72,664	77,023	81,645	13,094	19.10%
MILAN, RENEE PATRICIA	V	11	100%	\$ 70,220	0	-	\$ 70,220		V	12		71,629	73,376	75,592	5,372	7.65%
MILLER, MARGUERITE ANNE	VI	13	100%	\$ 75,950	0	-	\$ 79,809	X-2015	VI	14		84,597	89,673	95,053	15,244	19.10%
MILTIMORE, JENNIFER L	IV	12	100%	\$ 68,551	0	-	\$ 68,551		IV	13		69,926	71,456	73,617	5,066	7.39%
MIRRETTI, ANGELA MARY	VI	6	100%	\$ 57,576	0	-	\$ 57,576		VI	7		61,082	62,572	64,459	6,883	11.95%
MOLLOY, SUZANNE	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%
MONSELL, MARY E	VI	12	100%	\$ 75,766	0	-	\$ 75,766	X-2015	VI	13		80,311	85,130	90,238	14,472	19.10%
MORRIS, MADELINE EILEEN	IV	9	50%	\$ 30,692	0	-	\$ 30,692		IV	10		31,308	31,993	32,960	2,268	7.39%
MOSER, CYNTHIA	NA	NA	100%	NA	0	-	NA		V	5		54,433	55,894	57,582	NA	NA
MOTLEY, MARY L	VI	19	100%	\$ 99,703	0	-	\$ 99,703		VI	20		101,707	103,487	105,557	5,854	5.87%
MYSIEWICZ, ROSEMARY K	VI	21	100%	\$ 111,244	0	-	\$ 131,583	X-2015	VI	22		139,477	147,846	156,716	25,133	19.10%
NEAR, DIANE G	V	18	100%	\$ 92,405	0	-	\$ 92,405		V	19		94,259	96,559	98,490	6,085	6.59%

Full Name				Cont'g			6%						\$			%		
	2010-11		FTE	2010-11	Cont'g	Add'l	Retirmt		2011-12	2011-12		2011-12	2012-13	2013-14	Increase	Increase	since	since
	Lane	Step		Base Salary	Educ (CEI)		Benefit	& Year		Lane	Step		BaseSal + CEI	BaseSal + CEI				
NEWMAN, JENNIFER R	IV	4	100%	\$ 51,063	0	-	\$ 51,063		IV	5		52,088	53,743	55,367	4,304	8.43%		
NEWSTAT, SUSAN M	VI	19	100%	\$ 91,141	0	-	\$100,055	X-2015	VI	20		106,058	112,422	119,167	19,112	19.10%		
ODDEN, LISA A	VI	16	100%	\$ 88,636	0	-	\$ 88,636		VI	17		90,417	92,621	95,414	6,778	7.65%		
OSHIRO, JODY LYNN	VI	8	100%	\$ 64,765	0	-	\$ 64,765		VI	9		66,066	67,678	69,718	4,953	7.65%		
PAGET, CATHY S	VI	20	100%	\$ 105,630	0	-	\$105,630		VI	21		107,214	109,091	111,273	5,643	5.34%		
PAPAIIOANNOU, PATRICIA	NA	NA	50%	NA	0	-	NA		I	1		20,622	21,172	21,811	NA	NA		
PECHTER, ANDREA L	VI	21	100%	\$ 111,244	0	-	\$116,082	X-2014	VI	22		123,046	130,427	138,252	22,170	19.10%		
PETTINGER, BONNIE MARIE	VI	4	100%	\$ 55,362	0	-	\$ 55,362		VI	5		56,474	57,990	59,740	4,378	7.91%		
PHILLIPS, JEAN P	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11		71,457	73,200	75,407	5,357	7.65%		
PODNAR, THOMAS	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10		68,709	70,385	72,507	5,151	7.65%		
POTTINGER, KELLY MARIE	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%		
PRIMACK, MICHELLE B	VI	11	100%	\$ 72,852	0	-	\$ 72,852		VI	12		74,315	76,128	78,423	5,571	7.65%		
PROVUS, DANA JOY	VI	7	100%	\$ 62,274	0	-	\$ 62,274		VI	8		63,525	65,075	67,037	4,763	7.65%		
RAMSDEN, SHERRIE LYNN	V	8	100%	\$ 62,425	0	-	\$ 62,425		V	9		63,678	65,231	67,201	4,776	7.65%		
RATAY, SHERRY E	VI	11	100%	\$ 72,852	0	-	\$ 72,852		VI	12		74,315	76,128	78,423	5,571	7.65%		
READY, MAUREEN C	VI	11	100%	\$ 72,852	0	-	\$ 72,852		VI	12		74,315	76,128	78,423	5,571	7.65%		
REISMAN, ADRIANE S	V	10	100%	\$ 67,519	0	-	\$ 67,519		VI	11		71,457	73,200	75,407	7,888	11.68%		
RENDL, MATTHEW J	V	14	100%	\$ 78,988	0	-	\$ 78,988		V	15		80,573	82,538	85,031	6,043	7.65%		
REVELINS, BEATRICE I	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%		
RICHARDSON, SHARRON JANA	III	5	100%	\$ 51,063	0	-	\$ 51,063		IV	6		54,041	55,624	57,305	6,242	12.22%		
ROMANO, LOIS J	V	19	100%	\$ 96,101	0	-	\$ 96,101	X-2015	V	20		96,144	97,827	99,783	3,682	3.83%		
ROSE, L (PRORATED LANE CHANGE)	V	7	100%	\$ 60,024	0	-	\$ 60,024		VI	8		63,295	65,075	67,037	7,013	11.68%		
ROSENTHAL, ANDREA	VI	21	100%	\$ 105,630	0	-	\$105,768	X-2015	VI	22		112,114	118,840	125,971	20,203	19.10%		
ROSHEGER, SARA	NA	NA	50%	NA	0	-	NA		VI	1		24,670	25,453	26,221	NA	NA		
ROSSIE, MELISSA ANN	II	8	100%	\$ 55,096	0	-	\$ 55,096		II	9		56,068	57,430	58,004	2,908	5.28%		
RUBIN, AMY K	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%		
RULEY, CASSANDRA L	IV	3	100%	\$ 49,217	0	-	\$ 49,217		IV	4		50,205	51,926	53,495	4,278	8.69%		
RUSSELL, JENNIFER H	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%		
SAARVA, DAWN M	VI	17	100%	\$ 92,181	0	-	\$ 92,181		VI	18		94,034	96,326	99,231	7,050	7.65%		
SABIN, JANET B	VI	21	100%	\$ 111,244	0	-	\$111,244		VI	22		112,913	114,889	117,186	5,942	5.34%		
SALZER, DANA L	IV	7	100%	\$ 57,026	0	-	\$ 57,026		IV	8		58,171	59,586	61,387	4,361	7.65%		
SAMORIAN, THOMAS J	VI	20	100%	\$ 105,630	4	8,488	\$114,118		VI	21		115,870	117,919	120,277	6,159	5.40%		
SANDERS, CASEY DAVID	IV	4	100%	\$ 51,063	0	-	\$ 51,063		IV	5		52,088	53,743	55,367	4,304	8.43%		
SAYNER, JEANNE	VI	16	100%	\$ 88,636	0	-	\$ 88,636		VI	17		90,417	92,621	95,414	6,778	7.65%		
SAZY, M (PRORATED LANE CHANGE)	V	9	100%	\$ 64,922	0	-	\$ 64,922		VI	10		68,212	70,385	72,507	7,585	11.68%		
SCHAPER, KARA	VI	10	100%	\$ 70,050	0	-	\$ 70,050		VI	11		71,457	73,200	75,407	5,357	7.65%		
SCHIPPERS, KATHLEEN MAVOURNEE	III	7	100%	\$ 54,965	0	-	\$ 54,965		III	8		55,662	57,429	58,597	3,632	6.61%		
SCHMITZ, THOMAS M	VI	18	100%	\$ 95,868	0	-	\$ 95,868		VI	19		97,795	100,179	102,183	6,315	6.59%		
SCHUMANN, JENNIE LEE	VI	15	100%	\$ 85,227	0	-	\$ 91,913	X-2014	VI	16		97,427	103,273	109,469	17,556	19.10%		
SEYLLER, CARRIE	NA	NA	100%	NA	0	-	NA		IV	7		56,068	57,571	59,311	NA	NA		
SHANNON, STEVE M	VI	15	100%	\$ 85,227	0	-	\$ 85,227		VI	16		86,939	89,059	91,744	6,517	7.65%		
SHIELDS, SHERMAN	VI	6	100%	\$ 59,879	0	-	\$ 59,879		VI	7		61,082	62,572	64,459	4,580	7.65%		
SHIFRIN, SHEILA L	VI	14	100%	\$ 81,949	0	-	\$ 81,949		VI	15		83,595	85,634	88,215	6,266	7.65%		
SIGNA, MELISSA ANN	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10		68,709	70,385	72,507	5,151	7.65%		
SILVERSTONE, SUSAN L	IV	19	100%	\$ 97,288	0	-	\$ 97,288	X-2012	IV	20		103,124	RETIRED	NA	NA	6.00%		
SIMON, GERALDINE M	III	3	100%	\$ 47,438	0	-	\$ 47,438		III	4		48,508	50,046	51,560	4,122	8.69%		
SINK GRIMM, SOFIA	VI	9	100%	\$ 67,356	0	-	\$ 67,356		VI	10		68,709	70,385	72,507	5,151	7.65%		
SLEPAK, TONI L	VI	21	100%	\$ 111,244	0	-	\$127,453	X-2015	VI	22		135,100	143,206	151,798	24,345	19.10%		
SMITH, ANDREA T	VI	14	50%	\$ 40,974	0	-	\$ 40,974		VI	15		41,798	42,817	44,108	3,133	7.65%		

Full Name				Cont'g				6%						\$		%	
	2010-11	2010-11		2010-11	Educ	Add'l		Retirmt		2011-12	2011-12	2011-12	2012-13	2013-14	Increase	Increase	
	Lane	Step	FTE	Base	Incrmt	Salary	CEI	Benefit	& Year	Lane	Step	CEI	CEI	CEI	since	since	
				Salary	(CEI)										2010-11	2010-11	
SMITH, DEBORAH K	VI	16	100%	\$ 88,636	0	-	\$ 88,636			VI	17	90,417	92,621	95,414	6,778	7.65%	
SNOOK, KRISTEN	V	12	100%	\$ 73,029	0	-	\$ 73,029			V	13	74,494	76,311	78,616	5,587	7.65%	
SOLOMON, BONNI S	V	14	100%	\$ 78,988	0	-	\$ 78,988			V	15	80,573	82,538	85,031	6,043	7.65%	
SORLIE, SUSAN A	VI	21	100%	\$ 111,244	0	-	\$ 117,643	X-2015		VI	22	124,701	132,183	140,114	22,471	19.10%	
SOSTRIN, MARCIA D	VI	21	100%	\$ 111,244	0	-	\$ 116,012	X-2014		VI	22	122,971	130,349	138,169	22,157	19.10%	
SPATAFORE, P(PRORATED LANE CHA	IV	11	100%	\$ 66,073	0	-	\$ 66,073			V	12	70,360	73,376	75,592	9,519	14.41%	
SPIES, DANA F	VI	15	100%	\$ 85,227	0	-	\$ 85,227			VI	16	86,939	89,059	91,744	6,517	7.65%	
SROKA, DIANNE B	IV	9	100%	\$ 61,383	0	-	\$ 61,383			IV	10	62,615	63,985	65,919	4,536	7.39%	
STANISZEWSKI, ANDREW P	VI	11	100%	\$ 72,852	0	-	\$ 72,852			VI	12	74,315	76,128	78,423	5,571	7.65%	
STEIN, DANA M	VI	18	100%	\$ 95,868	0	-	\$ 95,868			VI	19	97,795	100,179	102,183	6,315	6.59%	
STEINBRECHER, CLAUDIA J	VI	19	100%	\$ 99,703	0	-	\$ 99,703			VI	20	101,707	103,487	105,557	5,854	5.87%	
STEMPIEN, CHARLES WILLIAM	VI	9	100%	\$ 67,356	0	-	\$ 67,356			VI	10	68,709	70,385	72,507	5,151	7.65%	
STOCCO, ANGELA M	IV	7	100%	\$ 57,026	0	-	\$ 57,026			IV	8	58,171	59,586	61,387	4,361	7.65%	
STRENGER, STEPHANIE ILANA	IV	6	100%	\$ 54,965	0	-	\$ 54,965			IV	7	56,068	57,571	59,311	4,346	7.91%	
SURICO, LYNN M	V	17	100%	\$ 88,851	0	-	\$ 88,851			V	18	90,634	92,845	95,648	6,797	7.65%	
SWANSON, JEFFREY B	VI	12	100%	\$ 75,766	0	-	\$ 75,766			VI	13	77,288	79,173	81,560	5,794	7.65%	
TALLMAN, MIRIAM	NA	NA	50%	NA	0	-	NA			IV	3	24,195	25,085	25,843	NA	NA	
THOMAS, DONNA ANNE	VI	13	100%	\$ 78,797	0	-	\$ 78,797	X-2013		VI	14	80,380	82,340	RETIRE	NA	4.50%	
TOMER, LIOR	VI	9	100%	\$ 67,356	0	-	\$ 67,356			VI	10	68,709	70,385	72,507	5,151	7.65%	
TRUDEAU, ANDREA A	VI	12	100%	\$ 75,766	0	-	\$ 75,766			VI	13	77,288	79,173	81,560	5,794	7.65%	
TYE, NICOLE F	VI	13	100%	\$ 78,797	0	-	\$ 78,797			VI	14	80,380	82,340	84,822	6,025	7.65%	
VAGGELATOS, ANDRONIKI M	IV	10	100%	\$ 63,685	0	-	\$ 63,685			IV	11	64,963	66,384	68,391	4,706	7.39%	
WAGNER, JANA L	VI	21	100%	\$ 111,244	0	-	\$ 111,244			VI	22	112,913	114,889	117,186	5,942	5.34%	
WALLACE, EMILY GAIL	VI	13	100%	\$ 78,797	0	-	\$ 78,797			VI	14	80,380	82,340	84,822	6,025	7.65%	
WELLS, CHRISTINE RAE	IV	9	100%	\$ 61,383	0	-	\$ 61,383			IV	10	62,615	63,985	65,919	4,536	7.39%	
WHELAN, MICHELLE L	IV	18	100%	\$ 85,496	0	-	\$ 85,496			IV	19	86,778	88,297	90,063	4,567	5.34%	
WHISLER, KAREN J	VI	17	100%	\$ 92,181	0	-	\$ 92,181			VI	18	94,034	96,326	99,231	7,050	7.65%	
WHITEHEAD, KATHY S	V	21	100%	\$ 111,244	0	-	\$ 119,242	X-2014		V	22	126,395	133,978	142,016	22,774	19.10%	
WHITTAKER, DIANE ELIZABETH	VI	3	100%	\$ 53,233	0	-	\$ 53,233			VI	4	54,302	55,894	57,581	4,348	8.17%	
WILLIAMS, HEATHER ANN	IV	9	100%	\$ 61,383	0	-	\$ 61,383			IV	10	62,615	63,985	65,919	4,536	7.39%	
WINTER, CINDY L	VI	14	100%	\$ 81,949	0	-	\$ 81,949			VI	15	83,595	85,634	88,215	6,266	7.65%	
WITCZAK, JULIE M	IV	9	100%	\$ 61,383	0	-	\$ 61,383			IV	10	62,615	63,985	65,919	4,536	7.39%	
WOLFF, LORI E	V	11	100%	\$ 70,220	0	-	\$ 70,220			V	12	71,629	73,376	75,592	5,372	7.65%	
ZWIRN, HELEN SUE	V	16	50%	\$ 42,717	0	-	\$ 42,717			V	17	43,574	44,637	45,985	3,268	7.65%	

HEALTH INSURANCE PROPOSAL

	Current	2011-2012	2012-2013	2013-2014
COST FOR SINGLE PREMIUMS (see Section 14.4 below)				
HMO	\$0	No Change	\$150 / year	\$150 / year
PPO	5% (\$350 max.)	No Change	5% (\$500 max.)	5% (\$500 max.)
PLAN CHANGES				
Office Visit copay	\$10	No Change	No Change	\$30
In-Network Deductible	\$200 single \$400 family	No Change	No Change	\$600 single \$1200 family
Out-of-Network Deductible	\$400 single \$800 family	No Change	No Change	\$1500 single \$3000 family
In-Network Out-of-Pocket Maximum	\$700 single \$1400 family	No Change	No Change	\$1500 single \$3500 family
Out-of-Network Out-of-Pocket Maximum	\$1700 single \$3400 family	No Change	No Change	\$3000 single \$5500 family
Prescription Co-Pays	Two-tiered: \$10 generic \$25 brand	No Change	No Change	Three-tiered: \$20 generic \$30 brand, no generic avail. \$60 brand, generic avail.

HEALTH INSURANCE PROPOSAL – SECTION 14.4

14.4 Employee-Paid Share of Health Care Premiums

Full time employees will pay the following share of the total yearly premium of the health care program in effect:

	2011-2012 <i>(no change)</i>	2012-2013	2013-2014
PPO Family	40%	40%	40%
HMO Family	30%	30%	30%
PPO Single	5% (\$350 max.)	5% (\$500 max.)	5% (\$500 max.)
HMO Single	\$0	\$150	\$150

The Board of Education will pay premiums, less the employee contributions listed on the table as noted above, of a comprehensive Health-Accident-Major Medical program in effect in the District for full-time employees who choose to enroll. Each employee may select the option of individual or the family plan.

Benefits for Part-time Employees: The Board offers the same group insurance coverage to part-time Employees who work at least forty percent (40%) of a full-time position. The Board pays a pro-rated amount of the benefit premium equivalent to the percentage of time the part-time employee works.

RETIREMENT PROPOSAL – SECTION 12.1

12.1 Post-Retirement Severance Pay or Post-Retirement Insurance Options

12.1.1 Teachers who retire and are at least fifty-five (55) years of age with ten (10) or more years of service in the District will have the option to receive either Post Retirement Severance Pay or Post Retirement Insurance, each described below.

12.1.2 Post-Retirement Severance Pay

If a teacher elects to take the post-retirement severance option, the teacher will receive a post-retirement severance payment equal to one (1) times the severance calculation listed below, payable over a five (5) year period.

Severance Calculation: One (1) day's pay at the teacher's current salary rate for each year of service in District 109 (and/or 110) not to exceed thirty (30) years (i.e., thirty [30] days salary to be the maximum).

12.1.3 Post-Retirement Insurance

If a teacher elects to take the post-retirement insurance option, the teacher will be reimbursed for TRS Health Insurance single premiums for a period of one hundred twenty (120) months after their retirement date. Reimbursement for TRS Health Insurance single premium amounts shall be capped at a maximum of \$5,000 per annum.

RETIREMENT PROPOSAL – SECTION 12.3.3.2

12.3 Modified Early Retirement Option (MERO) and Regular Retirement Option

[...]

12.3.3 Benefits

[...]

12.3.3.2 Regular Retirement Incentive

Any teacher not otherwise eligible for participation in the TRS modified early retirement option (MERO) under Section 16.133.2 of the *Illinois Pension Code*, and who has at least twenty (20) years of service to the District, shall be entitled to the following retirement incentives, but only if there is no penalty and/or payment due from the Board to TRS.

In addition to any other eligibility requirements provided for in this Agreement, the teacher must meet the following criteria:

The teacher must not have received an increase in creditable earnings of greater than 6% in any year preceding commencement of the salary enhancement plan which, if combined with the years of this plan, would have resulted in a TRS penalty to the District (so-called “look back”). *Note:* But see Grandfather Clause below.

The Board reserves the right to waive the above criteria on a non-precedential basis with the agreement of the Association.

Grandfather Clause: The parties agree that the above criteria shall not apply to retirees for whom the Board may suffer a TRS penalty due to the teacher earned compensation in excess of six percent (6%) for retirees whose resignation is effective the end of the 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, and 2013-2014 school year(s).

Regular Retirement Incentive Benefit: Eligible teachers shall receive, in lieu of regular scheduled compensation, a six percent (6%) increase each school term over the prior school term’s creditable earnings for each school term to a maximum of each of the teacher’s last four (4) consecutive school terms of employment (alternatively, three school terms, two school terms or one school term) provided the teacher has submitted a written and irrevocable letter of resignation on or after January 1st but no later than February 1st of the school term immediately prior to the school term in which payment of the retirement incentive is to commence, with said resignation to be effective the end of the teacher’s final school term. Aforesaid six percent (6%) retirement incentives shall be payable less any compensation for which services were not rendered (e.g., part-time service, extra-curricular positions, overloads, etc.). After a teacher has submitted his or her written, irrevocable letter of resignation, the teacher shall not be removed from a stipend position for an arbitrary or discriminatory purpose.

~~Lump Sum Severance Payment: Pursuant to Section 12.3.3.2, in addition to the 6% benefit, regular retirees or their estate, if the teacher has retired but died before payment, shall receive a post-retirement lump-sum severance payment of \$625 per year of service in District 109, up to a maximum of thirty five (35) years (\$21,875 to be the maximum payment). However, if a change in the teacher’s retirement date results in any TRS penalty to the District, the difference between the 6% retirement benefit and the salary the teacher would have received in accordance with the ordinary pay schedules of the District shall be deducted from the teacher’s lump-sum severance payment.~~

PROFESSIONAL GROWTH – SECTIONS 15.1, 15.2, & 15.5 – PACKAGE PROPOSAL

15.1 Horizontal Movement

[...]

- 15.1.7 Initiative units will be reviewed by the central administration and evaluated for approval or rejection. When approved initiative units have been satisfactorily completed and written evidence submitted to the Superintendent, the salary increment will be added to the teacher's contract. Upon completion of an initiative unit during the school term the salary shall be appropriately pro-rated in accordance with the percentage of salary adjustment schedule as exists in the District's "Graduate Course Credit/Reimbursement Form." A teacher, if eligible, shall be entitled to advance horizontally no more than one (1) lane during any school year.

15.2 Graduate Study

One (1) credit hour will be given for each semester hour of a graduate level degree program when courses are pre-approved and are part of a pre-approved degree program awarded by a recognized institution of higher learning. Courses will be approved for tuition reimbursement and credit toward salary advancement on the salary schedule if the course is a graduate course that:

1. Is in the area in which the teacher is currently teaching, or is in the area in which the teacher is certified, or is based on teaching pedagogy; or
2. Is deemed to be in the best interests of the District by the Superintendent; or
3. Any other program approved by the Superintendent.

15.2.1 Tuition Payment Plan

[...]

- 15.2.1.4 Pre-approval forms must be presented to the Superintendent and approved before the beginning of the course. When written evidence has been submitted to the Superintendent certifying satisfactory completion of the course, the applicant will be reimbursed accordingly.

- 15.2.1.5 A teacher will be reimbursed for all pre-approved graduate courses per college term during the District 109 school year up to a maximum of \$5,250 per school year. All pre-approved graduate courses taken

during the summer vacation are reimbursable under the conditions of this policy.

15.5 Continuing Education Increment (CEI)

[...]

15.5.2 Except as noted in 15.5.6, those eligible to earn CEIs will be granted a permanent salary increase in the amount set forth in 15.5.4 for each nine (9) hours of pre-approved graduate credit accumulated as approved per the criteria in Section 15.2 above. For each subsequent nine (9) hours of graduate credit, an additional CEI will be granted. Courses approved for CEI credit will be reimbursed at one hundred percent (100%) of tuition, provided the total amount reimbursed for graduate study (Section 15.2) and CEI does not exceed \$5,250 per school year.

[...]

15.5.4 CEI will be worth:

2011-2012	\$2162.00
2012-2013	\$2202.00
2013-2014	\$2242.00

STIPENDS PROPOSAL – APPENDIX C

The Deerfield Educational Association (DEA), IEA-NEA, and the Deerfield Public Schools District 109 Board of Education (Board) agree that stipends for the 2011-2012 school year shall be paid on an pro-rated basis over the 10-month school year (September-June). Effective the 2012-2013 school year, stipends shall be paid at the completion of the work with administrator approval except for those stipend duties designated with a “24” pay method, which will be paid on an pro-rated basis over the course of twenty-four (24) paychecks.

Stipend Procedures

- (1) Building and District administrators shall continue to offer stipends to teachers at the beginning of the school year. The administrators shall complete the District Stipend Personnel Form and submit it to Human Resources prior to the first September payroll. This form assists the Business Office with budgeting and verifying future stipend payments.
- (2) Payment Methods:
 - “C” Stipends on the Stipend Schedule designated with a “C” will be paid upon completion of full stipend duties.
 - “T” Stipends on the Stipend Schedule designated with a “T” (e.g., lunchroom supervision, athletic event supervision) will be paid upon completion of each supervision event/meeting.
 - “24” Stipends on the Stipend Schedule designated with a “24” will be paid on an pro-rated basis over the course of twenty-four (24) paychecks.
- (3) The Stipend, Extra Duty, and Supervision Form shall replace all current time sheets in use. All teachers shall submit the Stipend, Extra Duty, and Supervision Form to the Business Office.
- (4) The Business Office will pay all stipends as soon as reasonably possible after receipt and approval of the Stipend, Extra Duty and Supervision Form and in accordance with the payment method set forth on the Stipend Schedule. The Payroll Coordinator shall request these forms before processing each bi-monthly payroll.

Additionally, the DEA and Board agree to the following provisions for Summer School:

- The salary for Summer School teachers shall be paid upon the completion of Summer School;
- Summer School hours for teachers shall be four (4) hours per day for a period of four (4) weeks;
- The teacher’s compensation shall be treated in accordance with the Illinois Teachers’ Retirement System rules and regulations;
- There shall be no additional fringe benefits paid for teaching Summer School;

- Sick leave and/or personal leave accumulated during the regular school year may not be used during Summer School; and
- The duties of a Summer School teacher shall be in accordance with the Board approved job description readily available from the Curriculum Department or the Human Resources Department.

The following is the Stipend Schedule covering school years 2011-2012, 2012-2013, and 2013-2014.* Any deviation from this schedule must be negotiated and agreed upon by the DEA and the Board. Questions should be directed to your DEA Officer. The listing of an activity on the Stipend Schedule does not ensure that it will be offered each school year.

**See Exhibit 2 for the Stipend Schedule.*

EVALUATION PROPOSAL

ARTICLE X – EVALUATION

10.1 Evaluation Procedures

For the 2011-2012 and 2012-2013 school years the Board and Association agree that the Teacher Evaluation Plan as set forth in this Article will be used to evaluate all teachers in accordance with the procedures contained in this Article. This Article, with the exception of Section 10.4 and 10.5, shall not be subject to the grievance procedure of this contract.

For the 2013-2014 school year, an Evaluation Plan Committee, which shall be composed of an equal number of Board and Association representatives, shall develop a Teacher Evaluation Plan to be used to evaluate all teachers. The Plan shall conform to the State's statutory mandates for teacher evaluation plans including the student growth component. In the event that the committee cannot reach agreement by March 1, 2013, the Board shall adopt the State Model Teacher Evaluation Plan including the student growth component to evaluate all teachers beginning with the 2013-2014 school year. In the event that the committee cannot reach an agreement on a Plan by March 1, 2013, and the student growth component is not yet included in the State Model Teacher Evaluation Plan, the student growth component will not be included in the Plan until the student growth component has been adopted by the State.

Such Teacher Evaluation Plan shall be piloted (i.e., used on a temporary trial basis) for the 2013-2014 school year, and for any remaining years of this Agreement. However, the student growth component shall not be used to determine the official teacher ratings during those school years. Up to 10% of the teachers plus any teacher who submitted a notice of retirement effective through the 2015-2016 school year may opt out of the pilot. In the event that more than 10% of the teachers submit a notice to opt out, the most senior teachers, up to 10%, will be permitted to opt out.

Upon the last day of this contract, Sections 10.7, 10.10, and 10.11, and the Teacher Rating Instrument shall be deleted from this contract. In the final year of this Agreement and prior to the start of the following school year, the Board and the Association shall meet (1) to determine the Teacher Evaluation Plan to be used in future years; (2) to confer as to what, if any, aspects of the Plan shall be incorporated in this contract; and (3) to modify or delete any remaining sections of the contract that require modification or deletion as a result of the adoption of the District's Teacher Evaluation Plan. In the event the parties cannot agree on a Teacher Evaluation Plan, the piloted plan shall continue in effect unless the parties agree to revise or replace it.

10.2 Philosophy

Formal evaluation provides the opportunity to assess and evaluate the professional performance of the teacher. The primary purpose of evaluation is to improve instruction.

10.3 Definition of Terms

In evaluation of a teacher's performance, it is important to understand specific terminology associated with the task. The following glossary of terms is included to help insure uniform interpretation of the performance evaluation system outlined in this Article:

10.3.1 Formal Observation

Planned and announced observation, which will last for an entire class period.

10.3.2 Informal Observation

Announced/unannounced observation that need not last for whole lesson period. May occur in or out of the formal classroom.

10.3.3 Evaluation Report

Final, end of cycle evaluation. Judgment is made on teacher's performance based on collection of data.

10.3.4 Data

Collection of information obtained from observation of techniques of teaching, artifacts, planning information, and other performance criteria. Providing an artifact file shall be optional for the teacher. However, the evaluator shall have the option to request an artifact file if he/she finds it necessary to be able to assess the teacher's performance.

10.3.5 Artifacts

Representative examples of any object used by a teacher while engaged in any of the facets of teaching students or communication with parents. Artifacts may include, but are not limited to: homework assignments, graded tests, graded quizzes, IEPs (Individualized Educational Program), lesson plans, teacher correspondence, and teacher-made materials.

10.4 Evaluation

10.4.1 Notification and Frequency

10.4.1.1 The building principal or appropriate supervisor shall acquaint each teacher under his/her supervision with formal, written evaluation procedures, instruments which will be used, and the name of the administrator and/or individual who will be responsible for the evaluation of a teacher's performance. This shall be accomplished within a reasonable period (typically within four weeks) following either the beginning of the school year or the date on which employment actually begins, if such is later.

10.4.1.2 Notification shall be given to the teacher if the assigned evaluator is changed, is unavailable, or an additional evaluator is to be used.

10.4.1.3 A full-time non-tenured teacher or a first through fourth year part-time non-tenured teacher will receive an evaluation at least in accordance with the schedule listed below:

<i>Year 1</i>	<i>2 – Formatives</i>	<i>1 – Summative</i>
<i>Year 2</i>	<i>2 – Formatives</i>	<i>1 – Summative</i>
<i>Year 3</i>	<i>1 – Formatives</i>	<i>1 – Summative</i>
<i>Year 4</i>	<i>1 – Formatives</i>	<i>1 – Summative</i>

The administration exercises the management right to determine how many additional formative observations may be required for full-time non-tenured teachers and first through fourth year part-time teachers. A teacher may, if desired, request one (1) additional formative observation in Years 1 and 2, and up to two (2) additional formative observations in Years 3 and 4.

10.4.1.4 Tenured teachers and fifth year or more part-time teachers will receive an evaluation at least once every two years with a minimum of one formal observation. If a need is seen for more frequent observations by the evaluator, the teacher shall be notified. The teacher may also request more observations if desired.

10.4.2 Early Feedback from Evaluator

In order to provide a teacher with the optimum opportunity to improve or correct any deficiencies, the evaluator shall:

1. Conduct a post-observation conference;

2. Provide copies of his/her transcriptions and any other notes taken during each observation at each post-observation conference;
3. Provide any concerns that may affect a teacher's statutory ranking verbally, whether personally observed by the evaluator or reported to the evaluator, within a reasonable time after observation or reported to the evaluator; or
4. Provide any concerns that may affect a teacher's statutory ranking in writing, whether personally observed by the evaluator at an informal observation or reported to the evaluator, within a reasonable time after observation or receipt of such report. This requirement may be satisfied by any written instrument, including but not limited to a notice of deficiency; suggestion for improvement; comment on performance or conduct; observational reports; complaint from a parent, student, community member, or another employee; or any written form of discipline. The evaluator is not prohibited from raising any issue merely because similar conduct or performance issues occurred in the past.

10.4.3 Evaluation Personnel

The building principal has the authority and responsibility to organize and direct all evaluation activities within his/her building. In the case of a traveling teacher, a single evaluator may be assigned, with the administration retaining the right to assign multiple evaluators. If multiple evaluators are assigned, notification will be provided to the staff member.

10.5 General Procedures

10.5.1 A formal observation must last for one class or lesson period.

10.5.2 When a teacher is in a cycle year, the minimum conferencing schedule will be followed:

1. Initial Conference
2. Pre-observation Conference
3. Observation
4. Post Observation Conference (to be held within five [5] school days unless otherwise mutually agreed upon)
5. Data Gathering (the collection of artifacts)

6. Final Conference (no later than April 15th)

10.5.3 After the written evaluation form has been discussed, it shall be signed and dated by both parties and each shall have a copy at that time. The teacher's signature does not necessarily indicate agreement with the information but, rather, signifies awareness of the content.

10.5.4 If the teacher disagrees with the written information, he/she may submit a written rebuttal to the evaluator and the Superintendent within ten school days of the conference. Such rebuttal will be appended to the file copy following acknowledgment by the Superintendent.

10.6 Teacher Job Description Availability *TA 2/16/12*

10.6.1 In the 2012-2013 school year, each teacher will receive a copy of his/her job description at the same time the teacher is acquainted with his/her evaluation pursuant to Section 10.4 of this Article. Thereafter, the teacher will be given a copy of his/her job description only if it is changed.

10.6.2 Each job description shall list all certifications and other qualifications to hold the position assigned.

10.6.3 All job descriptions will be available on the District 109 portal.

10.7 Narratives

At the end of each section of the evaluation instrument, the evaluator shall include a narrative that identifies the strengths of the teacher in that category as well as areas that may need improvement. This narrative will be used to develop the final narrative. The final narrative will explain the final rating given to the teacher.

10.8 Final Ratings

Summative ratings shall be Excellent, Proficient, Needs Improvement and Unsatisfactory. Such ratings may be changed to the extent required or permitted by law.

10.9 Unsatisfactory Evaluation

10.9.1 Within thirty (30) school days of receiving a rating of Unsatisfactory, the development by the District of a remediation plan shall be initiated which shall be designed to correct the areas identified as Unsatisfactory, provided the deficiencies are deemed remediable.

10.9.1.1 The remediation plan shall provide for a period of remediation of ninety (90) school days immediately following the teacher's receipt of a remediation plan based on an Unsatisfactory evaluation.

10.9.1.2 Evaluations shall be conducted, at a minimum, at the mid-point of the remediation period and at the final point of the final remediation period, culminating in an overall rating. Such evaluations shall be conducted by a qualified administrator.

Failure to strictly comply with the time lines for the required evaluations because of events such as summer months, illness, or certain leaves granted teachers under a remediation plan shall not invalidate the results of the remediation plan.

10.9.1.3 The remediation plan shall provide reinstatement to a schedule of biennial evaluations for any teacher who successfully completes the ninety (90) school day remediation plan by receiving a satisfactory or better rating, unless the District's plan requires more frequent evaluations.

10.9.2 Participants in the remediation plan shall include the teacher deemed Unsatisfactory, a qualified evaluator, and a consulting teacher meeting the statutory qualifications and selected by the evaluator. The remediation plan may also include the participation of other personnel to assist in correcting areas identified as Unsatisfactory. The final decision as to the evaluation shall be done solely by the evaluator.

10.9.3 Evaluations at the conclusion of the remediation process shall be separate and distinct from the required annual evaluations of teachers and shall not be subject to the guidelines and procedures relating to those evaluations. The evaluator may, but is not required to use the forms provided for the annual evaluation of teachers.

10.9.4 Consulting Teacher

10.9.4.1 The participation of the consulting teacher shall be voluntary.

10.9.4.2 The qualified consulting teacher shall be one who has received a rating of excellent on his/her most recent evaluation, has a minimum of five (5) years of experience in teaching, and has a reasonable familiarity with the assignment of the teacher being evaluated. Where no teachers who meet these criteria are available within the District, the District shall request and the State Board of Education shall supply, to participate in the remediation process, an individual who meets these criteria.

10.9.4.3 The consulting teacher shall be chosen from a list developed by the District or, in Districts with an exclusive bargaining agent, the bargaining agent may, if so chooses, supply a roster of at least five (5) qualified teachers from which the consulting teacher is to be selected,

or the names of all teachers so qualified if that number is less than five (5). In the event of a dispute as to qualification, the State Board shall determine qualification.

- 10.9.4.4 If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consultation with the new consulting teacher.
- 10.9.4.5 The consulting teacher shall provide advice to the teacher rated as Unsatisfactory on how to improve teaching skills and to successfully complete the remediation plan.
- 10.9.4.6 The consulting teacher shall not participate in any of the required evaluations, nor be engaged to evaluate the performance of the teacher under remediation.
- 10.9.4.7 The consulting teacher shall be informed, through conferences with the qualified administrator and the teacher under remediation, of the results of the evaluations conducted pursuant to the remediation plan in order to enable the consulting teacher to provide assistance to the teacher under a remediation plan.
- 10.9.4.8 Any teacher selected as a consulting teacher and working in conjunction with the District will be provided protection under Section 10-20.20 of the *School Code* as follows:

§ 10-20.20. Protection from Suit. To indemnify and protect school districts, members of school boards, employees, volunteer personnel authorized in “Sections 10-22.34, 10-22.34a and 10-22.34b of this Code and student teachers against civil rights damage claims and suits, constitutional rights damage claims and suits and death and bodily injury and property damage claims and suits, including defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the board. Such indemnification and protection shall extend to persons who were members of school boards, employees of school boards, authorized volunteer personnel or student teachers at the time of the incident from which a claim arises. No agent may be afforded indemnification or protection unless he was a member of a school board, an employee of a board, an authorized volunteer or a student teacher at the time of the incident from which the claim arises.

10.9.4.9 Upon appointment, the consulting teacher will meet with the teacher under remediation and the appropriate administrator to develop the remediation plan, including provision for the participation of the consulting teacher.

10.9.4.10 The parties will agree on appropriate release time for the consulting teacher. The compensation will be \$750.00 per remediation period.

10.9.4.11 The consulting teacher assignment may be terminated at any time by the consulting teacher or the teacher under remediation, provided the consulting teacher shall continue to perform his/her duties until a replacement is selected.

10.9.4.12 No consulting teacher who has been assigned to a particular teacher under remediation will be called to testify in a dismissal proceeding of the teacher under remediation.

10.9.5 Any teacher who fails to complete the ninety (90) school day remediation plan with a Proficient or better rating shall be dismissed in accordance with Section 24-12 of *School Code*.

10.10 Ancillary Personnel Evaluation

10.10.1 Ancillary personnel are defined as staff members who do not have traditional classroom assignments. This group includes, but is not limited to counselors, Special Education teachers, LMC Directors, speech/language pathologists, psychologists, social workers, and nurses.

10.10.2 It is determined that the evaluation document is basically fitting, but that some specific line items may not be applicable to a job description. It is recommended that the job descriptions be reviewed by the administrator prior to the completion of an evaluation. Further, other areas not listed on the document might be worthy of mention. Items that are not applicable should in no way have a negative impact on the summative evaluation.

10.10.3 Because of the unique qualities of each job, it is recognized that the narrative should be a vital component of the evaluation. This is the way to address items in the job description but not on the document, as well as unique contributions of the staff member. The term "teacher" in the document is accepted as an umbrella title for the other certified ancillary personnel.

10.10.4 Special Considerations for the Evaluation of the Library Media Center Director

In evaluating the Library Media Center Director, the evaluator shall review the roles as defined by Information Power and the job description. (The following numerals and letters correspond to the same in the Evaluation Instrument.)

10.11 Special Consideration for the Evaluation of Ancillary Personnel

10.11.1 Professional Responsibilities

10.11.1.1 Planning

The teacher:

- Creates lesson plans which are sufficient for substitute teaching.

Note: This is not applicable because substitutes are not present during the absence of the counselors, speech/language pathologists, psychologists, and social workers.

10.11.1.2 Instruction

The teacher:

- Develops appropriate assignments and related homework
- Helps students see interrelationships between subject areas where appropriate
- Corrects and return tests and assignments promptly with comments where appropriate.

Note: These three items are usually non-applicable to the ancillary staff member on evaluation.

In addition to the above items, there may be other items of the Evaluation Instrument that may require cooperative discussion and/or clarification by the evaluator and staff member prior to any observation.

Teacher Rating Instrument

[See the Teacher Rating Instrument in the current contract.]

SPECIAL EDUCATION PROPOSAL

ARTICLE XVII – SPECIAL EDUCATION

17.1 Philosophy

The Board and the Association recognize that under the Individuals with Disabilities Education Act (“IDEA”), the District, its administrators, and each individual teacher are responsible to provide all students with disabilities a free appropriate public education (“FAPE”) in the least restrictive environment (“LRE”) in accordance with each student’s Individual Education Plan (“IEP”), which shall be determined by a consensus of school personnel attending a multi-disciplinary IEP meeting along with the student’s parents.

The Board and Association further recognize that in the event the parent of a student with disabilities disagrees with the special education services and/or placement provided pursuant to the student’s IEP, the parent has the right to have any such dispute resolved through the due process procedures established under IDEA.

Accordingly, the Board and Association agree that the District must have available a continuum of services in order to meet the individual needs of such students, and that the special education services and placement provided pursuant to a student’s IEP have precedence over both established District programs and teacher working conditions whether established by contract, practice, or policy.

Nevertheless, the Board and Association also agree that because educational decisions with respect to providing FAPE to students with disabilities may affect teacher working conditions, teachers need a means to address their concerns to the administration and, ultimately, to the Board.

Therefore, to this end, the Board and Association agree to establish a procedure by which teachers and the Association shall be able to raise these concerns as well as any concerns they may have with respect as to how the District is providing FAPE to students with disabilities and have such concerns addressed by the administration and, ultimately, by the Board.

17.2 Joint Advisory Committee

The Board and the Association shall establish a Joint Advisory Committee composed of six (6) Board representatives (including administrators), six (6) Association representatives, and up to (2) parents of students with disabilities as non-voting ex officio members selected jointly by the Superintendent and the President of the Association to develop the procedure described in Section 17.1 of this Article. This

procedure shall provide for a review by the Joint Advisory Committee of the concerns of individual teacher(s) and/or the Association and a recommendation to the Board.

All recommendations shall be presented to the Superintendent in written form with supporting documentation and any dissenting opinions. The Superintendent shall forward any recommendation needing Board approval to the Board with his/her recommendation. The Board retains the right to approve, disapprove, modify, or otherwise respond to the committee's recommendations.

17.3 Meetings

The Joint Advisory Committee shall meet periodically, with dates to be determined by the committee. Minutes of the meetings shall be approved by the committee, forwarded to each member of the Board of Education, and posted on the District 109 portal. During the 2012-2013 school year, the committee shall discuss and may make recommendations concerning the establishment of special education caseloads, student groups, collaboration time for the PSTeams, and the appropriate use of resource periods for the delivery of special education services.

All recommendations shall be presented to the Superintendent in written form with supporting documentation and any dissenting opinions. The Superintendent shall forward any recommendation needing Board approval to the Board with his/her recommendation. The Board retains the right to approve, disapprove, modify or otherwise respond to the committee's recommendations.

~~17.4 Reduction in Force~~

~~If it becomes necessary for the District to reduce, eliminate, or transfer any special education program or service, seniority and certification of the affected teachers shall apply.~~

~~17.5 Reorganization~~

~~If a plan of reorganization of any special education program or services results in a role change of bargaining unit members, they shall be involved in the decision making about such changes.~~

17.6 Subcontracting

The District shall notify the DEA if it is considering subcontracting any special education program, which was provided by the District during the school year.

17.7 Special Educator Workload

17.7.1 Grades PreK-5

All full-time special education teachers will have a maximum student contact time of twenty-six (26) hours and forty (40) minutes and a minimum planning time of two (2) hours thirty (30) minutes per each five (5) full attendance days. The teacher and the teacher's supervisor will take equal responsibility for ensuring that the teacher's schedule covers the minutes required for the students on the teacher's caseload. The teacher's supervisor will provide scheduling assistance if requested by the teacher.

In scheduling planning time, the principals will make every effort to provide each special education teacher with thirty (30) consecutive minutes per day. If building-wide or District wide scheduling decisions are proposed which would necessitate a change in the above, discussions shall be held with the affected teacher and an Association representative prior to implementation, except in cases of emergency when discussions will be held as soon as possible.

17.7.2 Grades 6-8

All full-time special education teachers will have a maximum student contact time of two hundred forty (240) minutes, a homeroom assignment, a supervision assignment, and eighty (80) minutes of planning time per day.

The administration may substitute a section of instruction for a supervision assignment. The special education teacher shall receive a pro-rated portion of one-sixth (1/6) of the beginning salary for additional minutes of administratively approved instruction. The teacher's supervisor will provide scheduling assistance if requested by the teacher.

17.8 Effect on Wages, Hours, and Terms and Condition of Employment

The Union reserves the right to negotiate the impact of any adopted recommendations of the Joint Advisory Committee on wages, hours, terms, and conditions of employment provided nothing herein shall impair, hinder, or adversely affect the District's ability to provide FAPE to students with disabilities.

17.9 By the last day of teacher attendance of each school year, the District shall provide special education teachers with a tentative list of the names of students who are projected to be on their caseload for the next school year so that teachers may engage in advance preparation. Each special education teacher shall have access to existing IEPs for students assigned to his/her caseload. The District retains the right, in its sole discretion, to change caseload assignments at any time. *TA 12/14/11*

17.10 On an in-service day held at the beginning of the school year prior to the first day of student attendance, special education teachers shall be provided a designated time to

meet with the teaching assistants who will assist them with their caseload for that school year. *TA 2/21/12 (Meetings Package)*

- 17.11 A special education teacher or social worker from each elementary school and a special education teacher or social worker from each middle school shall attend each school's respective 5th/6th Articulation Meeting. *TA 12/14/11*
- 17.12 The Superintendent or his/her designee shall request a substitute teacher for special education teachers when required to attend meetings, such as IEP meetings, Annual Reviews, and 5th/6th Articulation Meetings. *TA 12/14/11*
- 17.13 During the first semester of the 2012-2013 school year, the District will hold an in-service, to be conducted by a law firm specializing in special education law, for the administration, PST coordinators, case managers, speech language pathologists, social workers, school counselors, special education teachers, and teachers as to the rights, responsibilities, and duties of each under the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973. *TA 2/21/12 (Meetings Package)*

8.12 [...]

During the elementary grade level meeting on the third Tuesday of the month, Speech Language Pathologists, Education Psychologists, and Social Workers shall meet with their respective teams when a grade level meeting agenda does not apply directly to them. *TA 2/21/12 (Meetings Package; Added to Section 8.12)*

OTHER LANGUAGE PROPOSALS

ARTICLE VII – NO STRIKE

- 7.1 Neither the Union nor any employees shall engage in a strike or engage in conduct that will disrupt the function and services of the school district.
- 7.2 In the event of a strike, notwithstanding anything in this Agreement to the contrary, the Board will neither make up days teachers are on strike nor pay teachers for days they did not work.

ARTICLE VIII – PACKAGE PROPOSAL

8.2 Length of Teacher Day

The student day at the elementary schools will begin at 8:40 a.m. and end at 3:25 p.m., and the elementary teacher day will run from 8:20 a.m. to 3:35 p.m., with a 55 minute lunch. Within the elementary school day, morning kindergarten will run from 8:40 a.m. to 11:25 a.m., and afternoon kindergarten will run from 12:40 p.m. to 3:25 p.m. The student day at the middle schools will begin at 8:00 a.m. and end at 3:00 p.m., and the middle school teacher day will run from 7:45 a.m. to 3:15 p.m.

The school day for the morning Early Childhood program will run from 9:05 a.m. to 11:35 a.m. The afternoon Early Childhood program will run from 12:30 p.m. to 3:00 p.m.

LMC Directors will be afforded the opportunity to work two (2) additional days before the start of the school year in which to supervise new LMC Assistants. LMC Directors will be granted per diem pay for the additional days worked as stated above.

8.5 Planning Periods K-5

8.5.1 Grades 1-5

All full-time teachers will have a maximum student contact time of twenty-six (26) hours and forty (40) minutes and a minimum planning time of two (2) hours thirty (30) minutes per each five (5) full attendance days.

In scheduling planning time, the principals will make every effort to provide each teacher with thirty (30) consecutive minutes per day. If building-wide or District wide scheduling decisions are proposed which would necessitate a

change in the above, discussions shall be held with the affected teacher and an Association representative prior to implementation, except in cases of emergency when discussions will be held as soon as possible.

8.6 Workload – Grades 6-8

8.6.1 Subjects

All full-time teachers will have a maximum student contact time of two hundred forty (240) minutes, a homeroom assignment, a supervision assignment, and eighty (80) minutes of planning time per day.

The administration may substitute a section of instruction for a supervision assignment. The teacher shall receive a pro-rated portion of one-sixth (1/6) of the beginning salary for additional minutes of administratively approved instruction. No teacher will normally be assigned more than four (4) separate course preparations. When predicated, however, by the desirability of maintaining full-time staff positions, five (5) course preparations may be assigned. The fifth course preparation may be assigned with the consent of the teacher and will only last for one (1) year.

8.9 Safe and Healthy Working Conditions

If a teacher becomes aware of a potentially unsafe or hazardous condition, the teacher shall report the situation to his/her immediate supervisor who shall promptly take reasonable steps to correct any unsafe or hazardous condition. If the problem has not been addressed in a reasonable amount of time, the teacher or Union may contact the proper outside agencies.

Bargaining unit members shall not be required to work under unsafe or hazardous conditions or to perform tasks that endanger their health, safety, or well-being.

No bargaining unit member shall be required to work out-of-doors when the wind-chill factor reaches 15° F or lower, unless it is specifically required by their job description.

In the event of an emergency school or District closure, including, but not limited to, snow days, natural disaster, quarantine, or government order, unit members shall receive their daily rate of pay and benefits by means of make-up day(s). For make-up days required by events that occur prior to April 1st, the District shall notify the DEA no later than April 15th of the school year in question as to whether make-up days will be required and the number of days contemplated by the Board. For all make-up days required by events on or after April 1st, the District shall notify the DEA as soon as possible as to whether make-up days will be required and the number of days contemplated by the Board. If make-up days are required by law, the Association shall negotiate said days with the Board of Education with such negotiations to commence and conclude as soon as is reasonably possible.

If paint, shellac, insecticides, poisons, or other chemicals are used the Employer shall apply them only at times when employees and students are not present, allowing for sufficient time for toxic effects to wear off before humans re-enter the affected area(s).

The administration will provide the DEA President with a maintenance schedule for the cleaning of all accessible vents. Mold will be removed when detected.

8.15 Committee/Workshop/Conference Delineations

[...]

8.15.2 District Run Workshop

This is an in-house District 109 run workshop. Notification of workshops comes from the individual department and includes the following information: title and workshop description, target audience, number of seats available and compensation (board credit or curriculum pay). Re-certification credit for workshop attendance and participation is earned through certificate issue.

~~Target Audience: The composition of the “target audience” for a district run workshop will be agreed upon by Administration and DEA leadership. In addition, when workshop attendance is not filled with “target audience,” and additional seats are available, others may apply for open seats. Only board credit will be available to those outside of the “target audience” applying for open seats.~~

8.17 Building Staff Procedure: Building Use

Building faculty shall be permitted access to the buildings on work days from 6:00 a.m. until 10:30 p.m., and from 7:00 a.m. until 7:00 p.m. during vacation periods, holidays, and/or weekends.

Staff members who enter the buildings during vacations, holidays and/or weekends need to sign in and sign out so that maintenance or the police know who is or who isn't in the building.

8.18 Consultant Procedure

The District may use outside consultants, who are defined as a non-employee engaged by the District to provide professional educational expertise, to assist a teacher in improving as a teacher and/or in correcting any deficiencies.

In providing such assistance, the consultant will share his/her purpose, goals, and outcomes of consultations with the teacher. The assistance provided by the consultant may include but is not limited to:

- Modeling by the consultant for the teacher(s);

- Demonstrating lessons by the consultant for the teacher(s);
- Consulting with a teacher(s); and
- Observing by the consultant of the teacher(s) conducting a lesson.

Teachers will be consulted in developing a schedule, in an attempt to find a mutually agreeable time. Teachers will be notified in advance when a consultant will be visiting their classroom.

Consultants who work throughout the District will be apprised of the confidentiality expectations of District 109.

Questions or concerns by the consultant about a teacher's consultation will be addressed first directly with the teacher prior to any additional consultation with the administration.

Any and all evaluative information will be used solely for the purpose of improvement of curriculum and instruction and will not be used as a part of formal evaluation. This provision shall not be construed to preclude the District from using information regarding misconduct for the purpose of taking disciplinary action.

~~8.19 — Morning and Afternoon Student Supervision at Walden School~~

~~The Deerfield Educational Association (DEA), IEA NEA and the Deerfield School District #109 Board of Education agree that no more than two (4) certified staff members will be assigned student supervision at Walden School per student attendance day; two (2) in the morning and two (2) in the afternoon, not to exceed twenty (20) total supervisions per year, and to be assigned on a rotating basis. Except in the case of emergency, if additional personnel are needed, it is agreed to use classified staff.~~

SECTION 14.3

14.3 Pay Options

For the 2011-2012 school year, teachers have the option of being paid over ten (10) months or twelve (12) months. Such option shall be declared by June 1st of the immediately prior school year. Those teachers who elect the option of being paid over ten (10) months shall have all applicable payroll deductions for the months of July and August made in June. Normal pay dates shall be the 15th and the last day of the month, except when those days fall on a weekend or a legal holiday, in which case the pay date shall be the last business day prior thereto (business day shall be defined as Monday through Friday when the central administrative office is open). Teachers who elect to be paid on a twelve (12) month schedule may receive their last two months pay on June 30th by submitting written notification to the Business Office no later than fifteen (15) calendar days prior to the last day of school. Those teachers electing this option shall have all applicable payroll deductions for the months of July and August processed with the June 30th payroll deductions.

Effective the 2012-2013 school year, payroll will be issued twice monthly for a total of twenty-four (24) pay periods per year and will be paid on the 15th and last day of each month. If a regular pay date during the school term falls on a weekend or a legal holiday, teachers shall receive their pay on the last business day prior to the normally scheduled pay date (business day shall be defined as Monday through Friday when the central administrative office is open).

Also effective the 2012-2013 school year, any teacher who has elected to be paid over twenty (20) pay periods during the 2011-2012 school year shall have the right to continue on such payment schedule at the teacher's option if declared by June 1, 2012, provided, however, if such teacher does not select the twenty (20) pay periods option for the 2012-2013 school year or thereafter, that option will no longer be available (i.e., cannot go back to twenty [20] pay periods at a later date).

EXHIBITS

EXHIBIT 1

Salary Schedule 2011-2012						
Step	Lane I BA	Lane II BA+9	Lane III BA+18	Lane IV BA+27/MA	Lane V MA+9	Lane VI MA+18
1	41,243	42,686	44,180	45,837	47,556	49,339
2	42,374	43,646	45,174	46,754	48,507	50,326
3	43,963	45,174	46,755	48,390	50,326	52,213
4	45,613	46,755	48,508	50,205	52,339	54,302
5	47,323	48,508	50,327	52,088	54,433	56,474
6	49,098	50,327	52,214	54,041	56,610	58,733
7	50,692	52,214	54,041	56,068	58,874	61,082
8	52,594	54,172	55,662	58,171	61,229	63,525
9	54,566	56,068	57,749	60,352	63,678	66,066
10	55,657	58,030	59,915	62,615	66,225	68,709
11				64,963	68,874	71,457
12				67,399	71,629	74,315
13				69,926	74,494	77,288
14				72,548	77,474	80,380
15				75,269	80,573	83,595
16				78,092	83,796	86,939
17				81,020	87,148	90,417
18				84,058	90,634	94,034
19					94,259	97,795
20					96,144	101,707
21 +						
Steps 11 and higher in Lanes I, II, & III to receive 1% raise over previous year						
Steps 19 and higher in Lane IV to receive 1.5% raise over previous year						
Steps 21 and higher in Lanes V & VI to receive 1.5% raise over previous year						

Salary Schedule 2012-2013						
Step	Lane I BA	Lane II BA+9	Lane III BA+18	Lane IV BA+27/MA	Lane V MA+9	Lane VI MA+18
1	41,717	43,177	44,688	46,364	48,103	49,907
2	42,343	43,825	45,358	47,291	49,065	50,905
3	43,402	45,140	46,719	48,473	50,292	52,178
4	44,921	46,720	48,354	50,170	52,052	54,004
5	46,493	48,355	50,046	51,926	53,874	55,894
6	48,120	50,047	51,798	53,743	55,894	57,990
7	49,804	51,799	53,611	55,624	57,990	60,165
8	51,547	53,612	55,487	57,571	60,310	62,572
9	53,351	55,488	57,429	59,586	62,722	65,075
10	55,218	57,430	59,439	61,672	65,231	67,678
11				63,985	67,840	70,385
12				66,384	70,554	73,200
13				68,873	73,376	76,128
14				71,456	76,311	79,173
15				74,136	79,363	82,340
16				76,916	82,538	85,634
17				79,800	85,840	89,059
18				82,793	89,274	92,621
19					92,845	96,326
20					96,559	100,179
21 +						
Steps 11 and higher in Lanes I, II, & III to receive 1% raise over previous year						
Steps 19 and higher in Lane IV to receive 1.75% raise over previous year						
Steps 21 and higher in Lanes V & VI to receive 1.75% raise over previous year						

Salary Schedule 2013-2014						
Step	Lane I BA	Lane II BA+9	Lane III BA+18	Lane IV BA+27/MA	Lane V MA+9	Lane VI MA+18
1	42,134	43,609	45,135	46,828	48,584	50,406
2	42,977	44,481	46,038	47,765	49,556	51,414
3	43,622	45,148	46,729	48,720	50,547	52,442
4	44,713	46,502	48,131	49,938	51,811	53,753
5	46,278	48,130	49,816	51,686	53,624	55,634
6	47,898	49,815	51,560	53,495	55,501	57,581
7	49,574	51,559	53,365	55,367	57,582	59,740
8	51,309	53,364	55,233	57,305	59,741	61,980
9	52,848	54,965	56,890	59,311	62,131	64,459
10	54,698	56,614	58,597	61,387	64,616	67,037
11				63,536	67,201	69,718
12				65,919	69,889	72,507
13				68,391	72,685	75,407
14				70,956	75,592	78,423
15				73,617	78,616	81,560
16				76,378	81,761	84,822
17				79,242	85,031	88,215
18				82,214	88,432	91,744
19					91,969	95,414
20					95,648	99,231
21 +						
Steps 11 and higher in Lanes I, II, & III to receive 1% raise over previous year						
Steps 19 and higher in Lane IV to receive 2% raise over previous year						
Steps 21 and higher in Lanes V & VI to receive 2% raise over previous year						

EXHIBIT 2

Stipend Schedule						
Pay Method Key: C = paid upon completion of full stipend duties; T = paid upon completion of each supervision event/meeting; 24 = pro-rated over the course of 24 paychecks						
ACTIVITY	Pay #	School Year			Pay Method	NOTES
		2011-2012	2012-2013	2013-2014		
Category #1 Athletics						
Head Coach	101	386	386	386	C	One per line, per school pay # 102-112, 115-121
Volleyball - B7	102	2,821	2,821	2,821	C	
Volleyball -B8	103	2,821	2,821	2,821	C	
Volleyball - G7	104	2,821	2,821	2,821	C	
Volleyball - G8	105	2,821	2,821	2,821	C	
Basketball - B7	106	3,701	3,701	3,701	C	
Basketball - B8	107	3,701	3,701	3,701	C	
Basketball - G7	108	3,701	3,701	3,701	C	
Basketball - G8	109	3,701	3,701	3,701	C	
Track & Field	110	1,914	1,914	1,914	C	1 coach per 25 students (count at end of first week)
Cross Country	111	1,532	1,532	1,532	C	1 coach per 25 students (count at end of first week)
Wrestling	112	4,252	4,252	4,252	C	1 coach per 25 students (count at end of first week)
IESA meet - up to 3.5 hours or less	113	83	83	83	C	Regional, sectional, or state for wrestling, cross country, or track & field
IESA meet - more than 3.5 hours	114	165	165	165	C	Regional, sectional, or state for wrestling, cross country, or track & field
Cheerleading - Gr 7	115	2,680	2,680	2,680	C	
Cheerleading - Gr 8	116	2,680	2,680	2,680	C	
Shepard 6th Gr. Pom Pons	117	1,276	1,276	1,276	C	
Pom Pons	118	3,191	3,191	3,191	C	
Softball - Girls Gr 7	119	1,787	1,787	1,787	C	
Softball - Girls Grd. 8	120	1,787	1,787	1,787	C	
Soccer	121	2,821	2,821	2,821	C	
Athletics & Activities Director	122	5,105	N/A	N/A	N/A	Eliminated 2012-2013 school year
Category #2 Extracurricular Events & Clubs						
Note: Each represents one stipend, and will be split if more than one person sponsors						
Intramural (including Girls' Hoops)	123	45	45	45	C	Per hour
Ski Trip Coordinator	124	469	469	469	C	Per day trip per building
Ski Trip Chaperone	125	168	168	168	C	One per bus in addition to Trip Coordinator
Talent Show - Elem	126	509	509	509	C	One stipend per Elem building
Clubs: New Clubs	127	851	851	851	C	
Photography	128	543	543	543	C	

Social service/Philanthropy	129	851	851	851	C	One per building
Pom Pons	130	851	851	851	C	
Bowling	131	851	851	851	C	
Chess	132	851	851	851	C	
Poetry	133	851	851	851	C	
Science	134	851	851	851	C	
Video	135	851	851	851	C	
Table Tennis	136	851	851	851	C	
Circle of Friends/Best, Lunch Buddies	137	851	851	851	C	Includes elementary "Game Room"
Book Discussion Club	138	851	851	851	C	
Variety Show-MS	139	1,276	1,276	1,276	C	
Diversity Skit	140	1,276	1,276	1,276	C	
Category #3 Co-Curricular Programs & Events						
Tech Crew	141	248	248	248	C	One per Elem building
Outdoor Ed	142	43	43	43	C	Per hour student supervision
Springfield (Approved Activities)	143	43	43	43	C	Per hour student supervision
Newspaper (per issue)	144	322	322	322	C	At most four newspapers per year per MS building
Student Council - MS	145	1,544	1,544	1,544	C	One stipend per building per year
Student Council - Elem	146	882	882	882	C	One stipend per building per year
Yearbook	147	1,914	1,914	1,914	C	One stipend per building per year
MS Science Fair Coord.	148	1,914	1,914	1,914	C	One per building
MS Science Fair Asst.	149	766	766	766	C	Not to exceed the number of Science teachers less one
Art Fair-Elem FTE of 0.5 & above	150	1,012	1,012	1,012	C	0.5 day sub allowed
Art Fair-Elem-FTE below 0.5	151	502	502	502	C	0.5 day sub allowed
Art Fair-MS	152	502	502	502	C	
Speech Tourney - Day of Event	153	171	171	171	C	Up to five
Speech Tourney Bldg Level Assistant	154	331	331	331	C	One per Elem building
Speech Tourney District Coordinator	155	827	827	827	C	One position district-wide
MS Chorus	156	2,872	2,872	2,872	24	One stipend per MS Chorus teacher
MS Musical	157	5,265	5,265	5,265	C	One musical per building per year
MS Ensemble/Show Choir "Charisma"	158	2,872	2,872	2,872	C	One stipend per year per building
MS Musical Asst.	159	1,654	1,654	1,654	C	One stipend per year per building
Elem Music Concert	160	402	402	402	C	Per concert for evening performance. Additional performances may be mutually agreed upon by the principal & teacher. Two different performances on the same evening paid as two stipends.
Instrumental Music Teacher	161	2,935	2,935	2,935	24	Includes directing various bands, orchestras, ensembles & concerts
Instructional Music Assistant	162	114	114	114	C	Per person per concert for skilled assistance

109 Solo & Ensemble Festival Coordinator	163	638	638	638	C	One stipend for planning and day of event
Elem Chorus	164	421	421	421	C	Per program, up to two per year
IL Music Educators Assoc - All District	165	469	469	469	C	One stipend per year
Young Authors	166	402	402	402	C	Up to two stipends per building at principal's direction
Spelling Bee	167	350	350	350	C	One stipend per building
Geography Bee	168	191	191	191	C	One stipend per building
Destination Imagination	169	1,544	1,544	1,544	C	One stipend per building
Category #4 Special Programs						
W.E. care	170	362	362	362	C	
Peer Mediation	171	1,340	1,340	1,340	C	
Peer Tutoring	172	2,077	2,077	2,077	C	
Gear Up for Learning/Homework Club	173	35	35	35	T	
Category #5 Supervision						
<i>Note: Stipends in this section are per supervisor per event unless otherwise specified; 2 games back-to-back = 1 stipend</i>						
Basketball (two back-to-back games)	174	69	69	69	T	Per event
Volleyball	175	69	69	69	T	Per event
Cross Country	176	69	46	46	T	Per event (lower due to short time of supervision)
Track & Field	177	69	69	69	T	Per event
Wrestling	178	69	69	69	T	Per event
Softball (simultaneous games)	179	46	46	46	T	Per event
Soccer (simultaneous games)	180	46	46	46	T	Per event
Soccer (two back-to-back games)	181	69	69	69	T	Per event
Dances (per supervisor)	182	69	69	69	T	Per event
Music Concert	183	69	69	69	T	Per event
Lunchroom Supervision	184	30	30	30	T	Per hour
Supervision (other)	185	69	69	69	T	Per event
Musical Supervision	186	69	69	69	C	Per supervision for dress rehearsal or performance
6th Grade Party Supervision	187	46	46	46	C	90 minutes after school
Day Care Shuttle Supervision	188	30	30	30	T	Per hour
Category #6 Professional						
6th Grade Advisory Coordinator	189	1,341	1,341	1,341		One stipend per MS building
MS Team Coordinator	190	1,341	1,341	1,341	24	Up to 7 per building; 5 student contact sessions per day
Instrumental Music Supervisor	191	1,341	1,341	1,341	24	One stipend district-wide; reduced student contact
Evening Presentations	192	69	69	69	C	Per person per presentation, generally 30-60 minutes per presentation
Inservice Presentation	193	101	101	101	C	Per hour presenting/teaching

Committee Chair	194	66	66	66	C	Per hour for duties beyond the obligation of other committee work hours; administrative approval required
Curriculum Workshop	195	40	40	40	C	Per hour attended
Mentor Teachers	196	491	491	491	C	
Summer School	197	45	45	45	C	Per hour
Internal Subbing	198	37.67	37.67	37.67	T	Per class
Video Taping	199	197	197	197	C	Per event for filming of games, speakers, etc. outside of regular work hours; administrative approval required
Video Production/ AV Setup	200	45	45	45	C	Per hour, for editing, AV setup, etc. outside of regular work hours; administrative approval required
Homebound Tutors	201	60	60	60	C	Per hour
Kindy Spring Eve Conf (2008-2009 only)	202	N/A	N/A	N/A		Choice: One day of sub + stipend; or, two days of sub plus \$0, pro-rated to FTE
Stage and Properties Manager	203	39	39	39	T	Per hour, minimum 2 hours unless adjacent to regular work hours
Advisory (2008-2009 only)						
— Up to 16	204	N/A	N/A	N/A		
— 17-19	205	N/A	N/A	N/A		
— 20-22	206	N/A	N/A	N/A		
— 23 & up	207	N/A	N/A	N/A		